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VOL. XII.

No. 11.

# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE  
CIVIL SERVICE OF CANADA

OTTAWA, OCTOBER, 1919



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So then—

My part is ended. Other men,  
And women, too, still play their part,  
With courage resolute and dauntless heart.

My broken comrade—  
Seared by scars that time can not efface,  
Is not the jest of fortune; for his aid  
A nation's mighty forces doth provide.

And those who live—  
To carry on our story down the years,  
Face not their "quiet days" in bitter pain;  
(Forgotten, now they've stilled the nation's fears)  
Dwarfed by the lust of pride and selfish gain.

My Canada—  
Thou fair land for whom great love  
Inspired my youth to ancient sacrifice;  
Grant that our serried ranks in realms above  
May witness bear thee, worthy of the Price.

## To Pay Debts of Honour

**T**O the Dead and to the richness of their dying we must give pause, and in humility confess a debt beyond redemption.

Before the altar of their sacrifice, Canada is consecrated to make its dominion worthy. The Torch that illumines Victory so dearly bought, must burn eternally. Each year of peace must record an added lustre to our heritage. But to those who have come back in suffering, Canada owes a debt which money can, in part, repay.

It is a Debt of Honour. Canada was pledged to the end, that the wounded and the sick be adequately cared for, until they were fairly fitted for the competitive existence of civil life.

For this purpose, our medical services, and our vocational training schools must be maintained until the need for them is no more.

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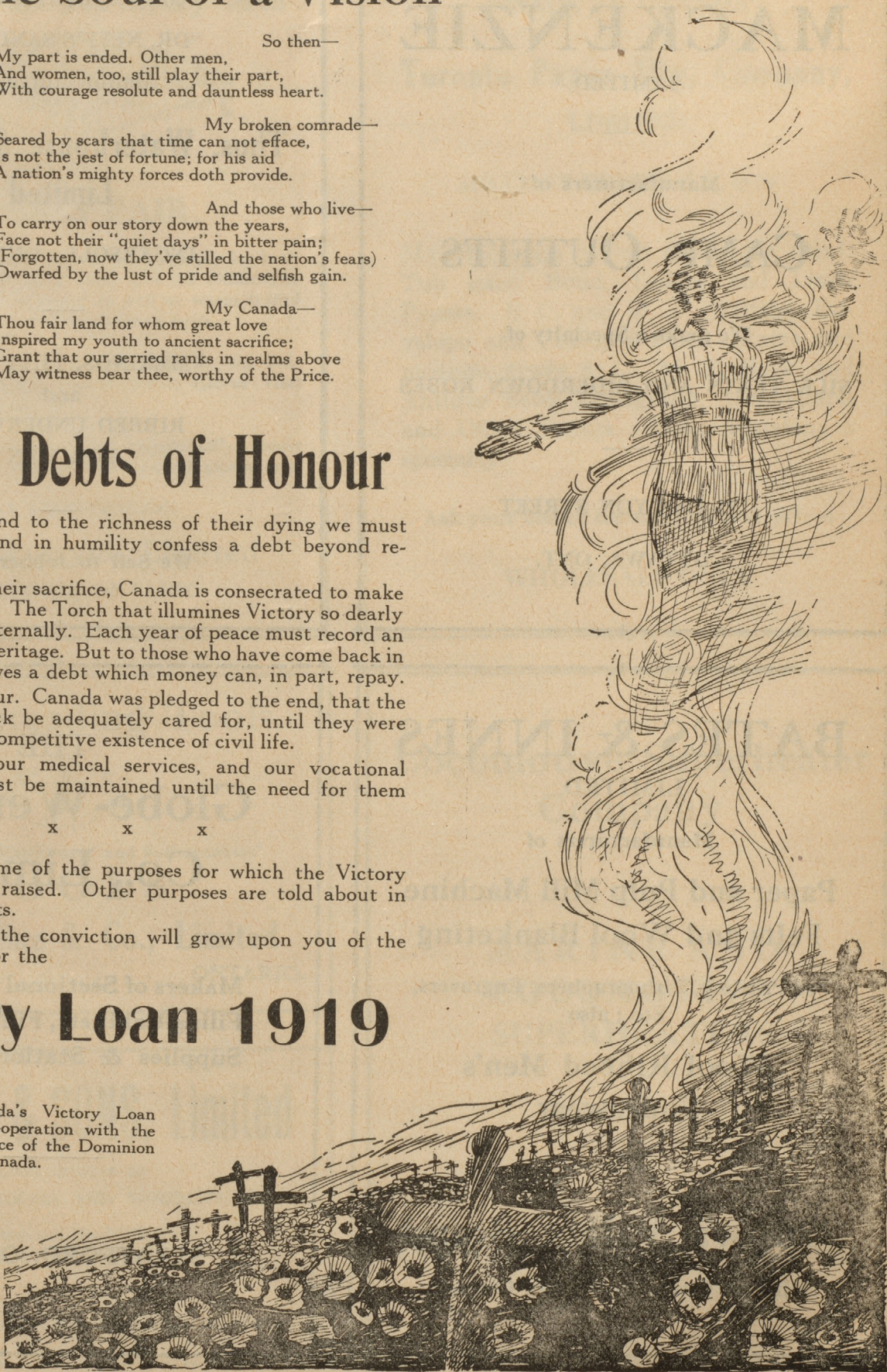
These, then, are some of the purposes for which the Victory Loan 1919 is being raised. Other purposes are told about in other announcements.

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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

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## National Industrial Conference

### Reports and Discussion on Relations of the Civil Service and the Government

THE proceedings of the National Industrial Conference, held in Ottawa, September 15-20, have been published more or less fully in the daily press throughout Canada. For the benefit of readers of *The Civilian* as extended a report as space will allow is given of that part of the proceedings relating to the Civil Service.

There were two equal groups representing respectively employers and employed, and a third group consisting of those who attended "on behalf of the interests of the public in general." The four delegates from the Civil Service Federation of Canada attended as members of the employee group with all the rights and privileges of that group.

The agenda of the Conference consisted of nine topics the last being a general one covering any proposals that might be introduced at the Conference itself relating to the general subjects under discussion. Item 6 of the agenda was as follows:

Consideration of the recommendations of the Royal Commission on Industrial Relations that the findings of the Commission be put into effect in all work controlled by the Government where the principles of democratic management can be applied.

This was a definite recommendation of the Commission. The findings of the Commission which were thus recommended for favorable attention by the Government in its own service were, generally, favourable to the establishment of democratic relations in industry — the recognition of the workers not merely to partake fairly of the rewards of labour but also to share fairly in the management of industry.

Of the whole agenda there were only two items on which all three of the groups in the Conference filed

different reports. Those reports were as follows:

#### Employees:

We concur in the recommendations of the Royal Commission on Industrial Relations that the findings of the Commission should be put into effect in all works controlled by all Government bodies where the principle of democratic management can be applied. We further recommend that employees of all Government bodies should be entitled to the right of appeal under the Industrial Disputes Act so long as that Act remains upon the statute of Canada.

We further recommend that wages and working conditions of employees of Governments should not be less favorable than that which now exist for similar workers in the employment of private individuals or corporations.

A. H. GILLIS,  
A. R. MOSHER,  
F. GRIERSON,

Representing Employees' Section.

#### Employers:

The undersigned members of your Committee beg to report that the matter referred to them does not in their judgment come within their province, but that it is entirely a question between the Governments and their employees concerned.

H. BLAIN,  
ANGUS McLEAN,  
T. R. DEACON,

Representing Employers' Section.

#### Third Group:

The representatives of the Third Group on this Committee believe that, in so far as the findings of this Conference approve and such findings are to the benefit of the public weal, the suggestions of the Royal Commission be put into effect in all departments and works controlled by the Government of this country.

T. D. BOUCHARD,  
R. R. GRANT,

Representatives of Third Group.

#### THE DISCUSSION

The report for the Employers' Committee was presented in a manner swift and contentious. As thus:

Mr. John R. Shaw (Woodstock). Mr. Chairman, we could not agree on this question. On our side of the House I beg to present this report. (Report read as above.) In the words of the poet, let them skin their own skunks.

Mr. Hugh Blain (Toronto) explained that they could not see that the Royal Commission report referred directly to the question. The Committee representing the three sections had been unable to agree. He proceeded:

"The opinion of the members of that Committee — I speak particularly of my own — was that the Government occupied an entirely different position from that occupied by an ordinary employer. In it are centered the sovereign rights of the people, and it would be an invasion of the rights of the Government and of the House of Commons for us to say that the members of the Civil Service should be taken from under their control and placed on a level with the workers in the ordinary avocations of life.

#### PRESIDENT GRIERSON

Mr. Frank Grierson, President of the Civil Service Federation, presented the report for the employees, as quoted above. He said in part:

"I wish to strike this note, first of all, Sir, that the Civil Servants have taken the foremost place in regard to the realization of higher ideals in carrying on the Canadian public service. In the United States they have what is called a Civil Service League, and public men outside of the Service take an interest in it; but



here we attend to this matter ourselves. I wish to say, therefore, that we are not contending for higher remuneration or a change in hours; in fact we are going to contend that the Service to which we belong costs millions of dollars more than it should cost. Now, that is a high ideal. We are contending that there should be a complete reformation; that if ever there was need of a reformation there is need of one in our Service; and I am blaming nobody. We are thinking only of Canada's good name as the owner of a business, in order that that good name should go around the world to our credit and not to our discredit. My good friend Mr. Blain, if I may allude to him by name, pointed out that we must be different from other kinds of industry. I will admit that we have been different in the past, and I am going to point out in a few words as possible what that difference means to us all as employers doing business in the name of Canada Company, Unlimited.

"Paragraph 12 of the Report of the Royal Commission has for item No. 1, 'Organization and Classification.' Sir George Murray, at the invitation of the Prime Minister shortly after coming into office, came to this country and made a report. He began with ministers, and showed that they were overwhelmed with routine, and could not attend to matters of policy, which were their immediate sphere; that they had to deal with the appointment of clerks and such like details, which he recommended should be left to others. In regard to the work actually carried out by the Service, he pointed out the extraordinary example of three big departments carrying on three big pieces of work of a like nature—the Public Works Department; the Department of Railways and Canals, and the Marine Department. They were carrying on great public works on capital account and on maintenance account. The Public Works Department deals with breakwaters and wharves; the Department of Railways and Canals operates our canal service and the Marine Department operates the St. Lawrence ship canal. In regard to classification, he said the service was entirely too heavy. His criticisms were sweeping. He pointed out that in three years the appointments to higher ranks had increased with a remarkable percentage, and that the appointments to the lower ranks had actually decreased."

At this point the Chairman of the Conference, Hon. G. D. Robertson, Minister of Labour, interposed to remind the speaker that it had been agreed, under necessity, to limit the

speeches and to suggest closer confinement of addresses to the immediate subject under discussion. Mr. Grierson explained the point he was making and added: "If you feel already that there is need of improvement in the Service I shall pass that over." "I think," said the Chairman, "that is quite well understood."

Mr. Grierson continued his address as follows:

"Allow me to mention three examples of the need of the right to appeal. During the war living increased in a remarkable manner, but the Civil Service had no recognition of that increase until 1918. For four years they suffered, and they contributed, thinking that they were contributing to the war. In 1918 the situation became intolerable, and they applied for a bonus. By that time the bonus had gathered volume from year to year, and you will agree with me that in four years there was considerable increase due to them on account of the increased cost of living. In that year the Government gave us a bonus, but it represented only between 8 and 9 per cent of the salaries of that year, notwithstanding the increases in expenses of the preceding war years. This year, after another year of increased cost of living, we are getting between 12 and 15 per cent bonus.

Another great necessity for an Appeal Board is in the matter of promotions. In every industrial concern in this world you have patronage, that is to say, personal patronage; temperamental preference is given to certain of those whom we like, and bring into our offices. That is human nature, and we have no fault to find with it. We have that also in the Civil Service, but in addition we have political patronage. By law this political patronage has been abolished, and we all take off our hats to the Prime Minister for what he has done as the author of that great ethical act which has brought into our public service in Canada some semblance of merit. Nevertheless we claim that, no matter what laws are made, there will always be a measure of patronage in the Service, and we ought to have the right to appeal from undue patronage given to Civil Servants for political considerations.

"The third point on which we would desire a Court of Appeal is in regard to the abolition of the patronage system in the purchase of supplies. The Prime Minister has promised that this will be done in connection with the installation of a merit system, and I believe he will do it if he gets the backing of such an or-

ganization as this, though in the meantime he has not been able to do it. The Prime Minister has said that this system is pernicious, but Canada and Co., Unlimited, have to administer this pernicious system by which business people of one little group, perhaps 25 per cent of the whole number, are told that they shall get all the business of the Government, while the others have no right to put in a tender for it."

Mr. J. E. Morash, of the Brotherhood of Boilermakers and Iron Shipbuilders, Halifax, spoke in support of the Employees' report. He said:

It is inconceivable to those on this side that the Government of Canada should decline to give the same consideration and conditions to its employees as it is recommending other employers to put into operation. Yet we find to-day a great inequality, as between the employees of the Government and those of other concerns, as regards payment for the same class of service. It appears to some of us that if it is proper for this conference to consider and recommend a minimum wage for the workers of other employers, surely it is proper that a minimum and adequate wage should be put into effect for the employees of the Government. Not only should government employees be on an equality with those outside the Service, but we claim that the Government should be a model employer, and should set standards in its treatment of employees which other employers should be asked to adopt. . . . We can conceive of no logical reason why employers should hesitate to recommend that the Government pay to workers the same rates that those employers must pay for the same class of service. Government services are not generally performed on a political basis, and consequently we on this side say that the Government should be willing to set a standard giving their employees consideration by way of appeal boards or tribunals as well as placing them, with regard to wages, conditions and hours of service, on the same footing as other employees throughout the country who perform similar service.

#### Mr. O'Connor

Mr. J. C. O'Connor, President of the Civil Service Association of Ottawa, was the next speaker. In the course of his address, he said:

"In Canada, the propaganda for improving conditions in the service has been laid entirely upon the shoulders of the civil



servants themselves. For long years they have contended for better conditions, not selfishly, but in the interest of the people of Canada. I think that is a matter that should be taken into consideration in connection with the recommendations that are now before the House.

"I am sorry that our friends on the other side did not think it proper to put their recommendations in the form of a report, as was done on this side. It seems to me that they are altogether too modest in their opinion of what should be done in this Conference. True, it is a matter of Government policy to deal with Government employees, but it is also for Government employees to deal with labour conditions in this country, and I cannot conceive that the Government would call this Conference, invite Civil Servants here, and put on the programme an item dealing with Civil Service affairs, and then think or say that the matter might be passed over entirely as one to be referred back to the Government. There is a saying in Ottawa, which you also hear in other parts of the country, about "passing the buck." I think this is a very good sample of passing the buck; and I do not think that this Conference should let this matter go without having some opinion expressed as to the advisability of civil service reform in Canada. There are Civil Servants who are members of unions, and others who are members of associations, and still others who are unorganized. The latter are unable to express their collective opinions; as has been freely said more than once on the floor of this House, they can only express individual opinions. Organization is admitted to be a good thing, and if it is good in private employment it is good in Government employment, it offers a good method by which the Government can deal with its employees, after finding out the conditions in the Service, and learning how they should be improved. I contend that since the members of the Civil Service have been carrying on this work entirely in their own time and with their own ability, such as it is, this Conference should make some declaration in order that the matter may be properly placed before the people of the country."

Mr. R. R. Grant, Toronto, presented the report of the Third Group. In part his address was as follows:

"In reference to the First Group, we appreciate that, from their point of view, they have no desire to advocate a system for public servants which might possibly react upon themselves, but we believe that public servants should be regarded as representing the ideal form of assistance to

employers, and should receive the fairest possible treatment. In view of the finding of the Royal Commission approved by this Conference, it would be advisable as far as possible, to incorporate those ideas into a Board which would consider the troubles which may exist between the employees of the Government and the Government itself.

With reference to the plan advocated by the second group, we disagreed with it principally on these grounds. We consider that public servants are in a position entirely different from that of any other employees, and that if they had the same liberties and freedom as other employees, such privileges would interfere with the public weal. The point is that, where public utilities are concerned, it is absolutely essential, as all the citizens of Canada are interested, that public servants should be treated so liberally that they would have no cause for complaint. The difficulty which occurred in Toronto recently, due partly to capital and partly to labour, showed very plainly a condition of affairs which the public do not intend to tolerate. The tendency in Canada at the present time is for capital in public utility industries to belong to the public and not to private interests; and, so far as that affects the employees concerned, it is the desire of the public to treat the employees fairly and to provide sufficient Boards to hear any complaints that they may have; but under no circumstances should they have the liberty and freedom to go on strike without plenty of notice of their intention being given to the public."

### THE MINISTER OF LABOUR

Mr. E. S. Woodward, Victoria, B.C., an ex-Civil Servant, rose to speak but was called to order by the Chairman for referring to a specific case (that of canal employees) such references having been barred from the Conference. Hon. Senator Robertson proceeded to speak on behalf of the Government. He said, in part:

"Gentlemen here present representing the various labour organizations in Canada have presented several motions. One of those motions is for a general 8-hour day; another is for the right to organize and the right of recognition and the right of appeal. Applying those things to the Civil Service of Canada, may I briefly point out that there has never been any question as to the right of the Civil Servants to organize amongst themselves, and no Government in Canada that I know of has ever objected to that, though in some other countries it is not permitted.

In reference to the 8-hour day, it is a well-known fact that, in the Inside Ser-

vice in Ottawa at least, the Civil Servants do not work even an 8-hour day. The average for the year, I think, would probably be less than seven hours a day. There may be Civil Servants engaged on some canal work such as that of the Trent canal, whose duty it may be to turn a bridge or open a lock two or three times a week or sometimes less, and as to whom the condition just referred to may prevail. I cannot say definitely. But for such cases to be brought before a Conference of this sort as indicating the situation affecting the whole Civil Service is, I submit, ladies and gentlemen, not representative of the facts on the average.

"Mr. Grierson, the introducer of the Committee's report from the side of the employees, spoke with fitting appreciation of the fact that patronage had been abolished in the Civil Service by law. Not only has it been abolished in the Civil Service by law, but it has been absolutely abolished so far as practice is concerned, to my knowledge. I know that at the present time the Department of Labour is advertising for three officials, one to be the Director of Technical Education under the legislation recently passed, and two in connection with the employment service. The Department cannot go out and engage those officials; it has no say whatever in their selection. The candidates make their applications and then submit their recommendations, and the Civil Service Commission is the sole judge as to who is the most competent and best qualified applicant. The Department must accept whomsoever the Civil Service Commission appoints, provided his services are found to be satisfactory after a period of probation. I submit, ladies and gentlemen, that the Civil Service Commission stands between the Government and the Civil Servants in the same relations as does a Board of Conciliation between the ordinary employer and his employees when any matter in dispute requires reference to an independent tribunal, and the Civil Service Commission is standing in that relation as between the Government and its Civil Servants at the present time. In addition to that, upon the request of the Civil Service, within a year past the Government did appoint a particular minister to whom they could take matters in appeal when the decision of the Civil Service Commission itself was not to their satisfaction or not acceptable.

I therefore quite agree with the recommendation that has been made by the first Committee, that the relations of the Civil Servants to the Government are not quite the same as the relations between private employers and employees, because the employer is operating his industry or plant



in the hope of obtaining profit, whereas the Government of course is not doing so.

"Furthermore, with reference to compensation, I think it would be found, if an investigation were made—and one has been made, but has not been made public—the average Civil Servant does receive compensation equivalent to that of the average workers throughout the country; and the increased compensation which the Government granted to its Servants within the past two years aggregated more than \$13,000,000 annually. It may be that the Government has not gone as far as it ought, but I submit to you, ladies and gentlemen, that the Civil Servants have not been neglected from above, but have received careful and, I think, reasonable consideration. Nevertheless the door is

open through which the Civil Service, through the minister who has been appointed for that particular purpose, may appeal to the Privy Council if necessary. They have several times appealed to the Government and have been heard willingly. There is a court of appeal, a proper channel through which the Civil Servants may appeal. There were abuses, of which they formerly and with justice complained, such as the difficulty of obtaining promotion or recognition because of the evils of patronage, which, I think, we all recognize did exist in years gone by, in every government. The abolition of such things has wrought a very distinct and beneficial service to the Government employees. I have every sympathy with the Civil Servants, as I think they will agree, is shown by my attitude towards them and my

relations with them. The Government has endeavoured to treat them fairly, and I would not like the impression to go abroad from this Conference, to be spread throughout the country, that the Civil Servants had all the grievances that some of the labour men have, such as that of having to work long hours at starvation wages, and had no right to appeal and no tribunal at which they might obtain justice. That would not be a representation of the facts."

The Conference then went on to consider the position of workers under other governments than the federal, as, for instance, those of municipalities. A summary of this part of the debate is reserved for the next issue of *The Civilian*.

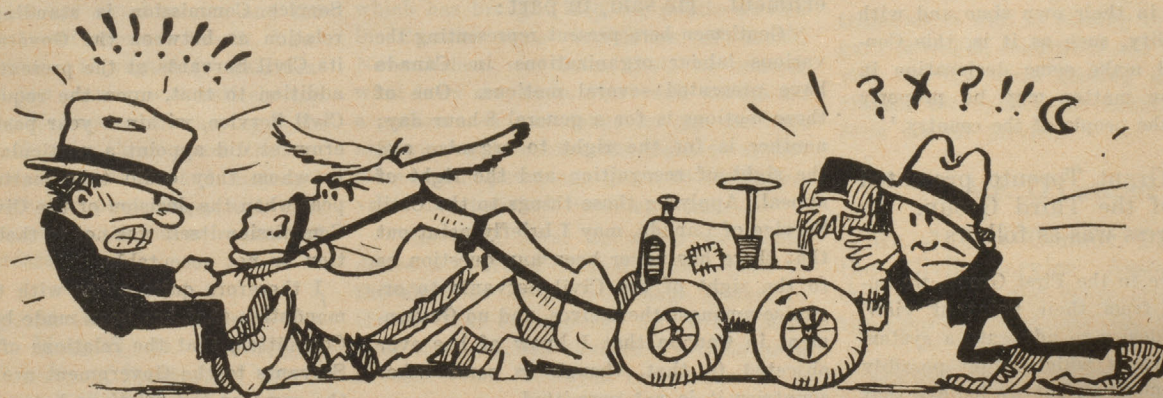
## Civil Service Bill No. 18 and Classification

AS *The Civilian* forms are being made up, the prospect of the Civil Service Bill becoming law at the present session of Parliament has been rendered somewhat problematical by the trend of events in the House of Commons. On Thursday, Oct. 2, the Hon. A. K. MacLean, after the debate on the second reading of the Bill, moved that the Bill be referred to a special committee to consist of Messrs. Boys, Cahill, Chabot, Copp, Cowan, Duff, Davis, Davidson, Ethier, Euler, Harrison, Manion, MacKie (Edmonton), Mowatt, MacLean

(Halifax), Murphy, Macrae, Ross, Sinclair (Queens, P.E.I.), Stewart (Hamilton), Sheard, Steele, Steacy, Turgeon and Wigmore. It is understood that the committee is making progress, but it is yet too early to prophesy or forecast the result of their deliberation. A study of the new Bill reveals a number of important changes in addition to certain minor alterations in phraseology from the old Bill introduced at the session of last spring. The most important and certainly the most gratifying of these changes from the point of view of the

Service is the decision of the Government to follow the recommendation of the Civil Service Association of Ottawa in retaining subsection 5 of section 9 of the Civil Service Act of 1918, which reads as follows: "Nothing in this Act shall be construed to prejudicially affect the status or present salary or the rights to future increase of any officer, clerk or employee, whether permanent or temporary, who is in the Civil Service on the date of the coming into force of this Act, etc." This takes the sting out of classification for those whose positions are to be reduced in salary by the proposed measure. The action of the Government in finally recognizing the principle of vested rights with respect to the status of civil servants is a great triumph for Civil Service organization.

Section 3 of Bill 136, which increased the number of Civil Service Commissioners to



THE COURSE OF CLASSIFICATION



five and provided for salaries of \$6,000 to the Commissioners and \$7,000 for Chairman, has been struck out, though Mr. MacLean in the course of the debate stated that an amendment would be inserted giving the Commissioners the status of Deputy Ministers, which, as he pointed out, would involve only a very small financial consideration.

The provision that returned soldiers should have preference in *all* examinations, which was left in Bill 136 through an error, has been altered to read that this preference shall only apply "for entrance into the Civil Service," which was the original intention of the Government. It has been represented that to give any person, whether that person be a returned soldier or not, a permanent preference in promotion examination, irrespective of that person's ability, or the qualifications of others employed in the same office or branch of the Service, would work great injustice and become a serious if not unsurmountable barrier to the development of efficiency and the extension of the merit system.

Unlike Bill 136, which provided that the salary increases granted as a result of classification should be retroactive to April 1,

1919, the present bill states that the Act shall not come into effect until April 1, 1920. This change is regarded with the utmost dissatisfaction by the various branches of the federation, particularly in view of the fact that the bonus report of the Arthur Young Company showed that an amount of \$540.27 was required to take care of the increase in the cost of living since 1913, and that according to their estimation the classification would provide for twelve and one half per cent in the total increase in the cost of living, which hovers in the neighbourhood of 100 per cent, and that it would consequently be insufficient to provide for a maximum bonus of \$420. Failure either to pay the full bonus of \$540.27 or to make the bill retroactive to April 1, 1919, amounts to a serious breach of faith on the part of the Government and cannot be allowed to pass without censorious comment from the Service. It has been stated time and again by members of the Cabinet that the increases to be paid under classification would be made retroactive to April 1, 1919, and nothing less than the carrying out of this promise will be satisfactory to the Service. Other suggested progressive amendments, which have been urged upon

the Government with regard to trial boards, personal committees, appeal boards, etc., have apparently been overlooked in re-drafting the bill.

The new classification report, although still leaving much to be desired, shows many improvements over the former publication. The list of services and indices which have been added will be found very useful in enabling Civil Servants to form a picture of the Service as shown in the classification. Many of the services have been reviewed by the Board of Hearing and Recommendations upon appeals from members of the Service, and corrections that have been made will be noted when the present volume is compared with the former edition.

Time did not permit the Board to dispose of all the appeals, but it is confidently expected that it will be continued in order that all appeals may be duly heard. It is in this spirit and with this expectation that the classification is accepted by the Service, as there are still many anomalies and inconsistencies to be found which must be adjusted before the system can meet our requirements.

### Civil Service Soldiers Aided by Order-in-Council

The many civil servants interested will be pleased to learn that an order-in-council recently passed provides for the resumption of civil pay to those members of the service who are on military leave, or attending hospital in Canada.

An order-in-council passed with effect on April 30th. last, decreed that only those members of the civil service who were on duty in France,

Belgium or Germany, or on duty outside the British Isles or Canada, were to continue to receive civil pay, less military pay.

Many men in hospital in Britain and in Canada have, as a result, been receiving only their military pay. By virtue of the subsequent order-in-council they will now be entitled to back pay from May first, and will continue to receive their civil pay, less military pay, until further notice.

## Announcement

The *Civilian* Committee, which for unavoidable reasons has not of late held regular meetings, met on September 20th and discussed important phases in connection with the work of *The Civilian*. Among other matters discussed was the desirability of affording to the great postal services space and opportunities commensurate with the importance of the national services performed. An effort is therefore being made to organize a corps of sub-editors in three branches of the postal service and this, it is hoped, will embrace our Western comrades of the Amalgamated Postal workers and contribute to the much desired re-union of our forces East and West.

The committee will in future hold regular meetings and it is hoped that improvements in *The Civilian* may materialize therefrom.

### READ THE ADS

*W.O.M., in Quickly (Ill.) Daily Journal.*

If there's anything you wish,  
Read the ads,  
From a hobby horse to fish,  
Read the ads,  
Or a rocking chair or dish,  
Motor car or Lillie Gish,  
If there's anything you wish,  
Read the ads.

If you want a railroad ride,  
Read the ads,  
Or a raincoat or a bride,  
Read the ads,  
Or a coat of camel's hide,  
Or a fattened porker's side,  
Or the ebbing of the tide,  
Read the ads.

If you want some place to go,  
Read the ads,  
If you want to see a show,  
Read the ads,  
If you'd like to take a row,  
Buy a pitchfork or a hoe,  
If you'd cause the wind to blow,  
Read the ads.



## Civil Service Federation of Canada

*News Letter and Bulletin.*

September 17, 1919.

### CLASSIFICATION

At the time of writing, the situation in regard to classification is uncertain. The undertaking is a stupendous one and the time allotted has not been sufficient to enable the Commission to complete its task to its own satisfaction or that of the Service. There is a consensus of opinion among the members of the Executive of the Federation that it is desirable from many considerations that the classification should be adopted even in an imperfect state rather than that it should be again carried over to another session of Parliament. This view is entirely dependent upon an undertaking entered into by the Commission to the effect that the rights of all Civil Servants to representation and, if possible, adjustment shall not be prejudiced by the fact that the classification may become law. This understanding with the Commission is based upon the following letter received by the officers:—

Dear Sir,—

You have asked whether those representations put forward by employees respecting the classification of the Public Service, which lack of time has rendered it impossible for the Civil Service Commission to finally review or the Board of Hearing to deal with, can be considered later on if Parliament, now sitting, adopts the general principles of the classification volume.

I am directed to say that by instruction of the Government, and at the earnest solicitation of the Service, the Civil Service Commission is reprinting the classification with such modifications as have thus far been made, in order that it may be brought down during the present session.

It is the intention of the Commission that those appeals received in the regular way through the Deputy Ministers of Departments, which lack of time has rendered it impossible to deal with, will yet be considered and where necessary an opportunity of a hearing afforded the employees concerned, by the Commission or the Board of Hearing, as may be determined.

Yours truly,

W. FORAN, Secretary.

Frank Grierson, Esq.,  
Pres. Civil Service Federation of Canada,

### ANNUAL CONVENTION

For various reasons as will be set forth, the Executive of the Federation has been somewhat disrupted and quite considerably handicapped during the past summer. For these reasons it has been decided to postpone the convention which should automatically meet during the month of September.

At the last convention of the Federation held on March 17th, the amendments to the constitution included a provision that the annual convention should in future be held in the third week in September of each year. A number of contributory causes have combined to make it almost impossible that the convention can be held on time this year. The classification is in an unsettled state and, while the Commission is doing its utmost, it is impossible to forecast future events. The Industrial Conference meets in the third week in September and important members of the Federation Executive have been delegated to attend this important function. It may also be mentioned as affecting the observance of the convention date this year that the president has been ill from a severe attack of sciatica for several months and has not yet fully recovered. Mr. Burling, first vice-president is absent in Alberta on official business and Mr. Tulley, Secretary-treasurer, is at Rochester, Minn., undergoing an operation. The other vice-presidents, Mr. J. C. O'Connor, and Mr. T. H. Burns have serious duties in connection with their own large associations; Mr. O'Connor being especially engaged on the Classification Appeal Board. At a meeting of the Executive held on Sept. 11, the following resolution was adopted:—

"That in view of the present unsettled condition of affairs, the Executive does not think it expedient to hold a Convention in September, and suggests that the matter be referred to the General Council for a decision as to when the Convention shall be held."

As soon as the Grand Council comes to a conclusion in this respect, the organizations will be notified.

In view of the foregoing letter and guarantees, the Executive desires to counsel the officers of all organizations to withhold criticism of the classification even though it may not be entirely satisfactory. It would be desirable that the officers of our organizations, if satisfied with the pledges of the Commission, would notify the Secretary-treasurer of the Federation to that effect so that the Commission may understand that they enjoy the confidence of the organizations of the Service in the serious task they have in hand.

Organizations are requested to please make allowance for any delay that may have occurred during the summer in organization business and to kindly notify the undersigned at once of any outstanding unfinished business.

J. C. O'CONNOR,  
2nd Vice-President

F. GRIERSON,  
President



## EDITORIAL

### A Minister's View

The Industrial Conference, at which the Civil Service was so glad to be represented, has resulted in even more for the benefit of employees of the Dominion government than most of those interested could have hoped for. In the first place, the achievements and ambitions of the Service, and its needs and wishes, have been brought definitely before a thoroughly representative body whose opinions must command the respectful attention of everybody. In the second place, and perhaps even more important, the occasion was taken advantage of by the Minister of Labour to set forth the situation as it presents itself to the mind of one of the most important members of the administration.

It is not necessary that *The Civilian* should champion the views expressed by any of the three groups who presented recommendations on the subject of the Service, nor expatiate at length on the views expressed. Still less is it necessary to follow in close detail the words of the Minister of Labour. To receive as final and exhaustive the remarks of Hon. Mr. Robertson would probably be unfair. He spoke at a time when the Conference was about closing, at the end of a strenuous week during which he had presided over the proceedings, and had laboured hard and with distinguished ability and success, to keep the discussion on sound and constructive lines and to avoid the many pitfalls which had beset the path of the Conference every moment of every day. He spoke under a strict limitation of time and under conditions which made it impossible for subsequent discussion to bring out with clearness the application to the existing Civil Service system of the facts to which he referred and the principles he laid down.

But it is quite evident that Hon. Mr. Robertson takes a broad view of Civil Service affairs and that, so far as he is concerned, the working out of the many and difficult problems that are pending will be undertaken in the best spirit.

He assumes, for instance, that patronage is dead and buried. This is not a promise to pay,—it is cash in hand. And nobody could ask better.

He tells us that we already have a Board of Conciliation in the Civil Service Commission. This is good news. It has not been so understood by all the Civil Service. Nor does it necessarily follow from Senator Robertson's remarks that the rules of this Board of Conciliation have been fully worked out or the method of its working made known to all. But the principle has now been declared, and Civil Service organizations will do well to

proceed as quickly as possible to use the Civil Service Commission for the righting of those grievances to which its authority may rightly extend.

Moreover the way is made clear to any who may not already have been aware of it, for appeal to the Privy Council itself should need arise. This is provided for "through the minister who has been appointed for that particular purpose" as Hon. Mr. Robertson says.

To take advantage of these facilities there must be a good organization of the Civil Service itself, and it is evident from the tone of the Minister's remarks that this is what he counts upon.

There is one respect in which, it is to be hoped, Hon. Mr. Robertson and his colleagues will not insist in following a line that he indicated. He said that "the average Civil Servant does receive compensation equivalent to that of the average workers throughout the country." Hon. Mr. Robertson probably did not mean that each civil servant was to be content if his salary, figured in with that of others, yielded a satisfactory average to the average man. The very point of salary grievances is that many are paid too little, and it is no satisfaction to the underpaid man to be told that he is part of a good average.

This, however, is not by way of criticism, for that would be ingracious in dealing with an address so full of evidences of broadminded good will, as that of the Minister of Labour. Thanks, and not cavillings, are his due.

### Just Plain Humanity

The establishment of a Rest Room for the girls on the staff of the Board of Pension Commissioners, which is referred to in the Women's department of this issue, is a noteworthy event in Canadian Civil Service affairs, marking, as it does, the introduction of humanitarian principles in the relation of employer to employees, in which respect the Government of Canada has been scandalously deficient.

The various departments make a regular practice of employing great numbers of young girls and crowding them into offices that are lacking in one or several of the essential features of air space, ventilation, lighting and heating. Often, too, the means of escape in case of fire are ignored until some individual lodges complaint against the very evident danger.

During the war, conditions of this description have been all too prevalent in some of the Government buildings in Ottawa. Not a few girls have broken down, not from over-work but from improper working conditions. Nervous prostration, pulmonary diseases and general debility are the common products of over-crowding and lack of sufficient light and air.

There have been numerous cases of girls collapsing



under the strain, particularly during night work, and these incidents have revealed another feature of the Government's callousness.

When a girl faints or collapses, it is usually necessary to make a place for her on several chairs set together or on a table or desk,—even on the floor,—where she may lie, covered with coats loaned by her fellow-workers, both men and women, with all the noise of work going on around her, in the heat and foul air, until she revives or is carried to a cab that will take her to her home,—and "home" is too often a boarding-house where the sick are not wanted.

There should be a rest room, with proper equipment and first aid remedies in every building in which any considerable number of girls are employed. In the larger buildings there should be a matron in charge,—in the smaller ones a voluntary "V.A.D." might have control.

The Board of Pension Commissioners have shown the way,—now let the Women's Branch take up the crusade!

### An Imperial Year

Interest will be aroused in every department of the Canadian government that has to deal with foreign statistics of any sort by the announcement of a movement now taking shape in India to have the statistics of that country put on the calendar year basis.

At present Indian trade and other statistics are on the basis of a twelve-months period ending March 31. Australia has been using a twelve-months ending June 30 since 1914. In the United Kingdom the calendar year is the trade year, but the financial year ends on March 31.

Canada had a "year" ending June 30, for trade and fiscal purposes, from 1867 to 1907. Then it was changed to a "year" ending March 31.

Uniformity of weights and measures,—and even of monetary and coinage systems, within the Empire has been a subject of much discussion since the war. A uniform statistical year would be more easily achieved than any of the other proposed changes and, if undertaken first of all, might pave the way for others. The advantages of having all statistics in the Empire on the basis of the calendar year are so many and so great that progress towards this end will be most eagerly watched by everyone in touch with such matters.

### Help Toward a National Literature

The *Canadian Magazine* in its September issue contains an article by Mr. T. A. Browne, formerly of Brantford, Ont., now of the Interior Department, and Vice-President of the Arts and Letters Club, which every Canadian might read with interest. Mr. Browne has written some creditable verse among which might be mentioned his book of poems, *The Belgian Mother* and

*Ballads of Battletime* and the recently issued "Tribute to Sir Wilfrid Laurier." The article is especially interesting to civil servants and Ottawans in that from a citizen and fellow civil servant comes this splendid appeal, not only for a broad idealism and the support of the deeper spiritual forces of the nation but for a vigorous effort to make Ottawa a centre of literary endeavour and constructive achievement. To quote:

"Conceived in the spirit of altruism the purpose of the National Literary Competition is to stimulate in so far as possible the men and women of Canada to literary expression, and while it is realized that no promise of reward can create a true artist yet many talented minds may by sympathetic encouragement be aroused to effort." Mr. Browne dwells upon the fact that many of our best literary men and women have been driven abroad in these words: "The artistic mental activities of Canadians are being directed to providing literary provender for foreign audiences on national themes other than the land of their birth." After paying tribute to industrial Canada's war achievement, and the effort made to promote industrial supremacy, he refers to Canadian poets and writers in this bare appreciation:

"Resplendent among those who have opened our eyes to the vision, fulfilling their high office, our poets and writers have by inspired utterance encouraged and sustained to heroic achievement the spirits that, sometimes drooping in the fortunes of war, despaired of victory. Italy flowed with the spirit of D'Annunzio; McRae is among our own immortals: the memory of Rupert Brooke, Joyce Kilmer, and Alan Seager will inspire forever, symbolic of the fibre of nobility and sacrifice." But he deprecates the fact that in comparison with the aid given arts and letters in Europe and elsewhere,— "Art in this country must be content with spasmodic efforts of private initiative and precarious personal generosity." That some of our philanthropic citizens might take advantage of the situation to offer a yearly prize for the best work of the year is a proposal he advances for consideration for the reason "that it should be a high privilege to encourage that which is beautiful and inspiring." Mr. Browne expresses the hope that is present in promoting this pioneer effort of a National Literary competition. "In a country so vast in territory, so rich in natural beauty, may we hope for some new enrichment of language, some adequate visualization of national aspirations, some lofty and ennobling presentation of our scenic loveliness? There is the hope also that some new magician of the pen, urged from lethargy by the lottery of chance and the spur of competition may reward the hopes of many."

Mr. Browne is to be congratulated on the altruistic spirit in which he presents his subject. That the competition is fulfilling the hopes expressed, at least in the number of those who have become interested and are competing, is a fitting reward for the great efforts he has



put forth to bring success to the enterprise. He has succeeded in enlisting the interest of a leading magazine in forwarding these efforts. This is a fruitful result of his own enthusiasm, and the *Canadian Magazine* is to be congratulated on giving its great influence to aid a very practical and hopeful plan for the promotion of literary effort in Canada.

The competition is being held under the auspices of the Arts and Letters Club, of Ottawa, which has been performing a much appreciated service in behalf of Arts and Letters in Ottawa for some years.

Associated with Mr. Browne in the work of judging are several well known literary men: for prose, Major Sir Andrew MacPhail, Dr. Adam Shortt, Mr. Thos. Mulvey and Mr. W. J. Sykes; for poetry, Mr. Duncan Campbell Scott and Dr. E. Sapir. The Civil Service is well represented among those who are aiding in this truly national work. The effort deserves support, and it is to be hoped that the Government may be advised to take up the suggestion made, or that some citizen of wealth will come forward, and provide the means to make permanent this movement. *The Civilian* will be glad to open its columns to constructive discussion of this important matter.

### The Morson Appeal Case

Our readers will, no doubt, be interested and pleased to know that the Morson Appeal Case will be brought on for hearing at the November or December sittings of the Privy Council.

The case was to come up early in June or July but, as it is most desirable to have it heard before Lord Findlay formerly Lord Chancellor and now a member of the Privy Council, who is at present touring Canada, the hearing has been postponed until his return to England.

Lord Findlay argued the Webb *versus* Outrim case from Australia on this same question, and it is desirable that he should be sitting when it is argued in our case, for, at the time of the Webb *v.* Outrim Appeal, he threw out the hint that the Canadian cases were not applicable to the same question in the Australian case; the Canadian law and cases being very different. Lord Findlay is reputed to be very familiar with this question and for the reason stated above it is most desirable that he be sitting when our appeal is brought on for hearing.

There has been contributed towards the Morson Appeal Fund to date something over nineteen hundred dollars. Small contributions are coming in all the time, but as about \$3,000.00 will be required, (the exact sum will be known at an early date), all civil servants who are interested in the question of settling for all time the doubt as to the jurisdiction of provincial and municipal governments in the matter of the taxation of the salaries of federal civil servants are asked to send contributions to

the Treasurer of the Civil Service Federation, P. O. Box 394, Ottawa.

### EDITORIAL NOTES

Readers are invited to peruse carefully the article in the present issue on the Civil Service Benefit Society. In these days of high prices, it is gratifying to know that if it costs so much to live, membership and a policy in this society will make us better able to afford to die. Life insurance to the amount of \$500 at an absolutely minimum price, actuarial guarantee of soundness of the organization and the probable payment of benefits within twenty-four hours of death are all attractive features of membership in the Society.

Civil servants,—particularly those resident in Ottawa, are often moved to wrath by the nasty slurs and silly "jokes" perpetrated by newspaper writers who either have some grudge against the Service or else just want to "hit something that can't hit back." No labor union, fraternal society or other organization or class of people would take the journalistic dirt that is thrown at the Civil Service and not raise a row. In fairness to the editorial writers of Ottawa newspapers it must be said that they usually deal with civil service matters very justly and even sympathetically. It is from the "cubs,"—the young and inexperienced writers of paragraphs for the news columns, that the Service suffers most. And these very fellows are indebted every day to civil servants for news "tips" and "stories." This abuse can be stopped. If, every time an offensive paragraph appears, civil servants write to, telephone or call upon the managing editor of the paper concerned and protest against the injustice, the effect will be certain. The "men higher up" in the sanctums of journalism are not hostile to the personnel of the Service, whatever may be their attitude towards systems and conditions forced upon the Service by the Government. When a report offends, "go after" his boss or employer. The newspapers of Ottawa are not desirous of offending one third of the population of the city.

The National Industrial Conference, a report of which will be found in the opening pages of this issue, has been deemed a success from an educational if not from a practical standpoint. The Civil Service Federation was represented by four delegates, Messrs. Grierson, O'Connor, MacDonald and MacInnis. These delegates enjoyed all the rights and privileges of the delegates of the employee group and this fact marks a distinct advance in the Status of Civil Service organizations. During the early sessions, the subjects on the agenda required discussion beyond the



quota of time allotted to each subject so that for the remaining subjects forty minutes was the time allowed to present each case. On this account the item on the agenda in which civil servants are especially interested was not adequately presented. In addition to this several resolutions were not presented at all, such as resolutions on a Federal Co-operative law, Whitley Councils and the Abolition of Patronage in Government Purchasing. A resolution was prepared in connection with the reinstatement of the Western Postal strikers, but was withheld upon advice and upon the understanding that the policy of the Government in this regard had undergone a change and that such a resolution might not be tactful at this time.

The events of the conference will be taken up in the next issue of *The Civilian*.

In the report of the discussion of the "Civil Service in the House" which will be found on another page, Hon. Mr. Fielding "thought that while a report to the House had found that the Service was over-manned, many extra clerks were being provided for in the various departments." Mr. Fielding from the vastness of his experience has thus disclosed a fundamental basis for reform. Overmanning and duplication are costing the country

millions of dollars. *The Civilian* is of the opinion that strikes are ineffective and uneffectual. If, however, the Service should ever determine to strike, here is the theme upon which the first strike should be based,—viz, that no further appointments (except technical ones) should be made for say five years or until such time as the present surplus has been absorbed. The waste of public money as exhibited in the list of appointments published each month in *The Civilian* is alarming. The Civil Service Commission is helpless in the solution of this problem as they are required by law to supply the request for clerks, etc., made by the departments.

One reason why the Service has not received an equitable bonus to meet the war-time increase in the cost of living is undoubtedly due to this same duplication of work and overmanning. To grant an increase cost of living bonus in the year 1918 would have cost, at a moderate estimate, \$75,000,000 and such an amount voted for this purpose would have roused the country to the crying need of a revolutionary re-organization of our whole system of national service. So let the Service establish a unique precedent in the industrial world by going on a strike for less pay in the aggregate and for a fair distribution based upon the principle of a minimum wage so that those of our number who are suffering the pangs of actual poverty shall receive a living wage.

## A Platform

*Proposed programme for the Civil Service Federation  
of Canada*

- (1) **Appeal Tribunal** and other basic principles of the resolution of the employee group of the National Industrial Conference.
- (2) **Whitley Councils** as adopted in the United Kingdom.
- (3) **Abolition of Patronage in Purchasing for Government.**
- (4) **Merit System** for employees of Government-owned railways.
- (5) **Superannuation.**
- (6) **Cessation of appointments** to the Government service until the surplus of personnel in the service is absorbed.
- (7) **Adequate and satisfactory Classification.**

## BACK TO TEACHING TO GET A LIVING

An Ohio man whose son was an applicant for a position in the Federal Civil Service, but who had been repeatedly "turned down," said:

"It's sure hard luck, but Bill has missed that Civil Service again. It looks like they just won't have him, that's all."

"What was the trouble?" asked the friend.

"Well, he was kinder short on spellin' and geography, an' he missed a good deal in arithmetic."

"What's he going to do about it?"

"I don't know," said the father. "Times are not so good for us, an' I reckon he'll have to go back to teachin' school for a livin'."—*Harper's Magazine*.

## An Immigration Record

The Immigration staff at Niagara Falls broke all records for rejections during July. In that month 1,122 intending immigrants were examined and 919 adjudged undesirable and rejected. Most of the rejected ones were from Central and Southern Europe.



# At the Sign of the Wooden Leg

Your  
Humble  
Servt.  
Silas  
Wegg

## Misapplied Mathematics

SO plentifully have the various reports and memoranda on Civil Service reclassification and bonuses been sprinkled,—perhaps I should say saturated,—with mathematical expressions and formulae, that it has been thought desirable by *The Civilian* committee to devote some space to a general exposition of the subject, in order that the weaker brethren may be able to understand the true significance of the present situation. Why the committee selected me for the performance of this task is a mystery. Perhaps it was because I was the last to arrive at the meeting. "Beware of entrance to a quorum," said old Polonius, knowing full well that the meeting will be packed against the late comer.

The first step in the acquirement of mathematical knowledge is to learn to count. The last is to learn what counts. Our ideas on this latter phase have undergone some changes since we filled in the particulars of those famous cards a long year ago. We thought we were pretty expert in the piling up of multitudinous duties and the cataloguing of our responsibilities. We reckoned—oh, we were good reckoners,—but we reckoned without our guests. They knew what counted, and we in our vain blundering management of the details of our official lives delivered ourselves bound and gagged into their hands. Why did they not give us warning, after the sporting ethics of the police, that what we said would be used against us? We might have contented ourselves with the simple plea of "Not Guilty," and let the burden of proof be on their shoulders.

However, we did not know what we were up against. We knew nothing of those complicated formulae which, when applied to the data so rashly provided by us, would prove our undoing, making us appear to be the causes and not the victims of the High Cost of Living. We thought that our friend from Chicago were looking for our highest common denominator. The painful suspicion now exists that they were all the time seeking to reduce us to our lowest terms.

Having learned to count—and this in-is still going on with no indication of an armistice in sight. involves the elementary operations of addition and multiplication,—one can proceed to build salary schedules to his heart's content, and it is an amusement, as delightful as charades and musical chairs, for the whiling away of the winter hours by the fireside. Let X equal the initial salary, Y the annual increment, and Z the bonus addition, it is only necessary to have plenty of blank paper and a wife that does not care for the movies for a thoughtful man to make his evenings at home a means of improvement to himself and of pleasure to his family circle. By varying the values of X and Y, and making Z in inverse proportion to the sum of these, he has before him a concentrated history of the last year of Civil Service life.

Do you ever pause to think what great tragedies and exquisite comedies, not to say anything about farces, are waiting to be released from the shells of these formulae? And then the stores of intimate gossip that the problems you are solving contain! You are evolving an expression that will represent the salary of your neighbour Black after the new classification has been in force for two years. How natural it is for your wife to interrupt your labours with a remark that she cannot see how Mrs. Black buys such expensive hats out of X, or is she so weak in mathematics that she does not grasp the theory of inverse ratio as applied to Z? "I think," concludes your wife, "that people in their equation of life should not go on living as if they were quadratics."

The next stage in the official mathematical course is concerned with fractions, or the splitting up of office duties so that a chief clerkship, a head clerkship, or a principal clerkship may be created without violence to the general theory of the reorganization. Now this branch of knowledge is more assiduously followed by the clerks than by the experts, the latter being more prone to proceed along the opposite lines of combining fractions into integers. The conflict between the two

There are two kinds of fractions, as you all know,—proper fractions and improper fractions. A proper fraction is one that increases one's salary. The improper fraction is the other kind.

In the good old days, before the knowledge of mathematics became a requisite in dealing with the Service, a chief clerkship simply happened. It was apt to sprout out anywhere from the main trunk of a department, or even be established as an offshoot of a branch that had no claims in itself for recognition. One became a chief clerk, not because he took on new duties, but because the time was ripe for the event. We hardly disputed the dispensation that gave us Jones instead of Smith as our superior—in salary only—any more than we questioned the right of George to become King of England.

That was before the day of the fraction. Now we must show cause for preferment, give evidence of the existence of some entity that we call a staff, a band of immediate inferiors who, if they do not tremble at our frowns, at least come to us if they wish to get off for an hour to visit the dentist.

To put such a reorganization into effect it is necessary to have first of all a plan of the public buildings. How many rooms are there, no matter how large or small? That information will give the number of senior clerkships, but as to whether these shall be classed as chief clerkships or head clerkships will depend on other subtler distinctions that do not concern us just now. Julius Caesar remarked that it was better to be first in a little Iberian village than second in Rome. He was no doubt worried about where he stood in some imperial reclassification that was on foot at the time. "One room cannot have two chiefs" is an axiom as indisputable as the law of the impenetrability of matter.

So it is up to those who will solve the question in fractions to their own satisfaction to smuggle carpenters into their



departments at night and split up their rooms into compartments. And woe to him who breaks down our middle wall of partition. I have my eye on a little cubby-hole under the stairs, large enough to accommodate a desk and a waste paper basket. It is me for a chief clerkship. Long live the Lath and Plaster re-organization!

We have advanced far enough now in our mathematical studies to tackle the tantalizing problem of the ancients—how to square the circle. It is the problem of the square peg and the round hole. Much has been written about this problem, and I am sure that the savants from afar who have come to settle our affairs for all time have a solution, or a dozen solutions, that will make the matter appear as easy as two plus two. But I should like to utter a word of caution. Don't seek absolute geometrical perfection in fitting the Civil Service pegs into the Civil Ser-

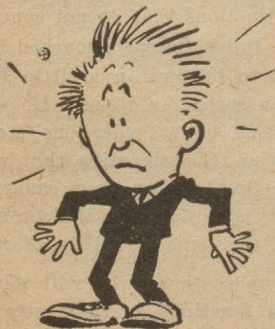
vice holes. Leave a little space for the pegs to wiggle around a little. There is nothing so distressful as to find an official fitted to the routine of his task, a square peg in a square hole, without a millimetre of crevice into which one can insert a new conjecture or a modern idea. Cannot we be satisfied with an approximate adjustment of the peg and the hole? Let the hole be a little on the oval side, offering a chance for the round peg to slip around a little, or a trifle trapezoidal so that the square peg may have an opportunity of wearing down some of his angles. This may not be efficiency, gentlemen, but there are some anomalies even in the mechanism of the solar system, and the sun and the moon have lasted quite as long as, say, the T. Eaton stores.

Much more could be said on this subject, but I am afraid that the coming month or two, bringing the new Civil Service bill and all its worries, will cause you

enough expenditure of gray matter without me adding to the account. I should like to write about some of the many phases of this question that naturally present themselves for consideration. There is the Rule of Three, or how the Civil Service Commissioners direct our destinies. Then again we might talk of Recurring Decimals, for our life is one decimal thing after another, or the Infinitesimal Calculus and how it may be applied to the reckoning of our statutory increases. All these subjects are now brought within the range of our interests, thanks to the exertion of the reorganizers who by their coming have taught us that there is nothing in life that cannot be reduced to an equation. May they continue their work until everything is squared, including ourselves. And may we, on our part, show that we are labourers worthy of our hire—at least of our higher mathematics.

## THE ONTARIO REFERENDUM

October 20th



## KINGSTON BRANCH DOMINION POSTAL CLERKS' ASS'N CHAMPIONS

The office may be pardoned for feeling a little pride in its recent sporting achievements. The assistant Postmaster won the amateur golf record over the Kingston links, and S. A. Morris, of the night staff, won all the double blade events at the American Canoe Association Annual Meet at the Thousand Islands. He brought home the chief prize of the meet—a \$500 gold cup, which the boys intend to gather round some night soon.

## U. S. FEDERAL EMPLOYEES CONCLUDE NATIONAL CONVENTION

Washington:—Fundamental changes in the Civil Service Law and in the relations of employees to the management of the Government departments, including improved conditions for the workers and extension of the reclassification work to the entire service throughout the country, will be sought from Congress as a result of the Third Annual Convention of the National Federation of Federal Employees,

which concluded its sessions in San Francisco last month. Nearly 100 delegates attended the convention from local unions all over the United States, having a membership of nearly 60,000. The most important action of the convention was to demand an expansion of the functions of the existing Civil Service Commission or the substitution of a new board or agency on which the employees shall have representation, this agency to deal with all personnel problems of the government. This proposal contemplates an employment management bureau. The Federation wants not merely the negative process of rejecting the unfit by examination, but the proper placing of the worker in the job to which he is suited, with free opportunity for advancement. The Executive Officers of the Federation were also instructed by the Convention to seek a wage increase at the next session of Congress; to secure the Saturday half-holiday all the year round; overtime pay for overtime work at a rate not less than one and one-half for week days, and double time for Sundays and holidays; and regulation of hours to guarantee one day of rest in seven.

Particular importance is attached also to a resolution demanding political rights for government employees on an equality with other citizens. Under the present law government employees who take part in political campaigns, and hold or seek elective office are subject to dismissal from the government service.



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## *What Our Women Are Doing*

*In Honour  
Preferring  
One another*

### **A Splendid Innovation**

An innovation, out of the usual, for the comfort of employees of the Civil Service of Canada, has been inaugurated by the Board of Pension Commissioners, in their new quarters in the Transportation and McKinley Buildings, in the furnishing of a Rest Room for the women of the staff, and having a Welfare Supervisor.

This idea, while new in Government offices, is becoming more and more an adjunct to business corporations employing large numbers of women. Firms that have adopted this plan find that such a room adds materially in assisting to "Carry On" and tends to increase the general proficiency of the staff and thereby to become a factor for increase in the output of work. This has been strongly proven by numbers of firms throughout Europe, United States and Canada, who have made the rest room and its conveniences a settled institution.

Next to the Room itself, and perhaps after all the most important part in the success of this feature, is the choice of the Supervisor. In this respect the Board are to be congratulated on having secured the services of Miss E. Eleanor Curry, formerly of the staff of the Ottawa Ladies' College, and who has been identified with many progressive social movements in the city. Miss Curry possesses an attractive personality combined with tact and good judgement, both of which are very necessary, and is broad-minded and liberal in her views.

In addition to rendering first aid or assistance to any of the girls who are ill, Miss Curry tries to add a personal touch to her work. She calls on all the girls who are away sick, particularly those who are in boarding-houses, and is willing at any time to talk with them and

advise them on personal problems, as one woman to another.

The Room itself has a most inviting appearance and is cosily furnished with a nice rug and three large couches, generously supplied with cushions and rugs. There are also pretty

chintz upholstered arm chairs, plain chairs, reading tables, and magazines; the latter being supplied by the staff. The windows are attractively hung with dainty white curtains and overhangings of pretty rose-coloured rep.

The idea of the Room was so much appreciated that a voluntary contribution was given by the girls and the proceeds of this were used to purchase several good pictures, a pretty reading lamp, and several other little accessories. It also serves as a fund whereby flowers or fruit may be sent to any girl in the hospital, or ill in a boarding-house.

The furnishings include a medicine cabinet, equipped with all the necessary requisites for minor ills, from tooth aches to cuts and sprains, an electric stove on which to make a hot drink, or heat the water for the hot water bottle, etc.

Judging from the numbers that avail themselves of the comforts of the Room, it is greatly appreciated. Every day at the noon hour it is generally filled to capacity, especially by the girls who lunch down town and are glad to have some place in which to rest for a few moments before returning to their work.

### **One of Our V. A. D.'S**

Miss Muriel Robertson, daughter of the late Dr. John Robertson and Mrs. Robertson of Ottawa, was on the staff of the Naval Department when war broke out and besides her many other war activities she took a keen interest in the St. John's Ambulance Nursing Division. As a full-fledged V. A. D., (as

we still insist on calling them) she served at the convalescent home and when the opportunity to go overseas came, in March, 1918, she readily accepted. On arrival in England she was placed as a V. A. D. in Plymouth Naval Hospital when she remained till her



MRS. S. D. ROBINSON,  
(formerly Miss Muriel Robertson),  
of the Naval Service Department,  
who served overseas as  
a V. A. D.



marriage to Major S. D. Robinson, Canadian Engineers, in May of the same year. After the armistice was signed Mrs. Robinson returned to Ottawa, residing with her mother until her husband's return in the Spring. At present they are living at Fredericton, Missouri, where Major Robinson is engaged in engineering.

### Christmas Gift Sale

Already preparations are under way to make the Christmas Gift Bazaar for the Halcyon Club a bigger and greater success than last year's event.

It has been decided to hold it early in December and an effort is being made to remedy the only fault it had last year. There were not nearly enough attractive gifts for sale so the President, Miss Walker, and the Advisory Council are organizing sewing and working circles to guard against another deficiency and also to improve the community spirit of the Club members.

Interest is not being confined entirely to Club members and anyone in the service who is desirous of helping in any way is requested to make it known either to the president or the secretary-treasurer. The main object of the bazaar being to raise money to pay for the Steinway Concert Grand piano, it is expected that the musical and artistic element in the Service will support it generously.

While the Club Rooms are large it was found last year that they were not nearly large enough to adequately accommodate the large numbers who patronized the sale so this year the bazaar will open Friday night, continue Saturday afternoon and finish with a *Souper dansant* on Saturday evening. A definite date will be announced shortly.

### Office Cleaners, Ottawa

Much credit is due the organizers of the Office Cleaners' Association for the business-like way in which they have set about organizing. Although their first meeting was held only so long ago as May 11th, their membership now numbers almost 900 and it is expected that before long the remaining 200 or



Mme A. MERCIER, *President*



Mme E. BELLEFEUILLE,  
*2nd Vice-President.*

300 will join. The success of the work so far is mainly due to the president: Mme A. Mercier, and the vice-presidents, Mrs. E. Walsh and Mme E. Bellefeuille, who have displayed excellent organizing ability.

A mass meeting of the members was held on Sunday, August 24, 1919, in the assembly hall of the Sacred Heart Church. The business of the meeting was the election of a secretary. Mrs. M. Stanyar, who had been temporary secretary, was elected by acclamation. The president, Mme A. Mercier, read a communication from the Deputy Minister of Public Works, Mr. Hunter, stating that he had not yet received any authority regarding the increase in pay as promised by the Hon. Mr. Carvell, when Minister of Public Works. It is the intention of the executive to organize euchre parties during the winter months, the proceeds to be allotted to the needy members.

### A Woman Candidate

The first woman in Canada to announce herself as candidate in a Federal election is Mrs. Minnie Bell Adney, music teacher and a daughter of the founder of the Women's Sharpe Orchard and Nurseries, near Woodstock, N.B.

For the coming Federal bye-election in Carleton-Victoria, Mrs. Adney has published a card in the Carleton county papers saying she will support Union government, but will stand for reduction in the cost of living and eradication of corruption and profiteering from Canadian public life.

### A New Council

As a result of the conference called to Ottawa by the Minister of Immigration to deal with the question of the emigration from Great Britain to Canada of women for household service, a permanent council of women has been formed to deal with this matter. Great emphasis is to be laid on the selection of workers by means of a system of inspection which will include health examination, both mental and physical, by experienced women medical officers at points of embarkation and ports of arrival. }

### STOP THE WASTE AT OTTAWA

The evidences of waste are many and striking to anyone who watches closely the course of Government expenditure. But perhaps the most oppressive and useless example of waste is in the over-staffing of Government offices.

It is common knowledge that many Government departments are so overcrowded with employees that, like fish going up the British Columbia rivers to spawn in the

old days, they actually impede one another's progress. It is no exaggeration to say that one-third, if not one-half, of the employees at Ottawa and in branches of the Government offices throughout Canada could be dispensed with, and in any properly managed commercial concern would be dispensed with, to the increase of efficiency as well as the saving of money.

The Printing Bureau, for example, is notorious for the number of useless em-

ployees it carries, many of whom are long past the age of service. There is not one of the many departments here where an efficiency expert would not begin by a wholesale discharge of unnecessary help. In the stopping of national waste, it would seem to be up to the Government to set the pace. The lead in the thrift campaign should come from the Government and it should establish a Stop the Waste branch or department.—*Financial Post.*



The  
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Comments

## Dominion Customs Association

The  
Unofficial  
Surveyor

### The Classification

When this meets the eye of the reader, classification will have been considered by the Parliament and our fight will have been won, or lost.

The adoption of the classification is a logical step onwards and upwards, beginning with the fulfilment of the promise of the Union Government to remove patronage and place the whole Service under the control of the Civil Service Commission. The first ray of hope came with the Order in Council of February, 1918, when the Order in Council was passed, as a preliminary step to the total extinction of patronage, and the placing of the Service on a businesslike basis.

With this beginning the Bill of last session was adopted after a strenuous fight by the service. Then followed the classification of June last, described as Bill 136. The amended plan, (Bill 18) of this session followed. This, in a nutshell, is the story of two years' effort, of which many of the Civil Service in executive positions in Ottawa and elsewhere have a vivid recollection.

If the Classification is adopted, the work is only well started. The next task is to smooth the rough edges, get the amendments to suit the conditions, and have them adopted. It would be folly to declare, that we, of the Outside Service, are satisfied with this measure, though we moved heaven and earth for its adoption. But we were behind it to a man, on principle, for what it stood for, for what was expected of it, rather than what it really was. And we pinned our hope on its future. If it has failed, our duty still lies before us, to count the dead, and make the best we can of matters as they stand. But never give up. If classification is not here now, it is coming. There is no doubt of it, this is only a set back, if the Bill does not pass.

### Hon. A. L. Sifton

The transfer of the Hon. A. L. Sifton, Minister of Customs, to a similar position in the Department of Public Works, has caused a wide spread feeling of regret among the members of the D. C. A.

His sympathy and active interest in the welfare of the officers of the Customs Outside Service, and the many changes for the better brought about while he was the administrator of the Department, are

too well known to mention here. No Minister of the Crown in a short space of time encountered such a change in conditions and spirit in the Service. From the widely scattered officers of the service, an organization united and thoroughly representative came into existence, almost overnight, and in coming in contact with the new order, Mr. Sifton showed his tact and adaptability in winning the sympathy and friendship of the men from the very first.

His rulings were made and acted upon without hesitation or delay, and were of a character that further cemented the tie between the staff and himself. Having a reasonable and moderate body to consider, this was not difficult, although precedence and regulations sometimes stood in the way. His judicial mind, tempered by the broad outlook which his residence in the west has given him, will no doubt prove as valuable to the new sphere in which he is placed, as in the Department which he has recently left, to the great regret of the members of the Outside Service.

May his successor continue in the splendid work so well begun by the Hon. Arthur L. Sifton, to whom the members of the Dominion Customs Association express their hearty thanks and appreciation.

### The Canadian Customs and Excise Tariff

This handy and valuable volume is now on the market, fresh from the pen of Mr. M. P. McGoldrick, of Montreal. It is corrected to Aug. 15th, and contains everything of value to a customs broker, an officer whose duties require a book containing the regulations in this convenient form.

Besides extracts of the Customs Act and regulations, tariffs, treaties etc., it also has a list of Ports, etc., sterling exchange, harbour dues, etc. In short this valuable book will instantly commend itself to all concerned, and reflects great credit on the author.

### NOVA SCOTIA BRANCH

The Nova Scotia Customs Association, which comprises in its membership the entire staff of the Customs Department of the Province, held its regular annual meeting at Halifax on Oct. 2nd. Officers were elected as follows:—President, William Gleeson; Vice-President, J. A. Mitchell; Secretary-

Treasurer, A. G. Lovett. Mr. Lovett was also elected delegate to the D.C.A.

Routine work occupied the greater part of the time of the meeting. The following resolution, which is self-explanatory, was unanimously passed:

Whereas, the Government of Canada has introduced a bill for the re-classification of the Civil Service at the present session of Parliament;

And, whereas, the Nova Scotia Customs Association is heartily in favour of the provisions of the said re-classification bill;

Therefore resolved, that the Nova Scotia Customs Association, in convention assembled, do hereby commend the Government for the introduction of this measure and for the provisions of the said bill, and do strongly urge its adoption at the present session of Parliament;

Further resolved; that a copy of this resolution be forwarded to the Right Honourable Sir Robert L. Borden, K.C.M.G., Premier of Canada, and to the Honourables A. K. Maclean and Peter F. Martin, Members for Halifax County, and to the press of Halifax.

### NOTES

The regular meeting of the Western Ontario Customs and Inland Revenue Mutual Benefit Association was held at Stratford on Sept. 13 with the Mr. D. Torrance in the chair. There was a good attendance and much enthusiasm shown over the reports presented by the secretary, Mr. W. Neelin of Seaforth. It was decided to hold the annual meeting on Thanksgiving Day and invitations were extended to the officers of the D. C. A. to be present and address the members.

The past two months have been the most strenuous in the existence of our lively organization. Delegations, executive meetings, interview have kept things humming on our behalf, and a close watch has been kept on our interests, especially as regards classification. The Association has been under unparalleled expense, and the special assessment came in very conveniently in liquidating some of the expenses incurred. It was money well invested, as results have followed in each instance, but the final verdict will be reached in the ultimate fate of the classification. In the meantime, if any of the secretaries have failed to forward their special assessment, this will serve as a hint to "come across" at once.



The members in general will learn with regret of the recent death of the wife of Mr. M. F. Mogan, of Toronto, a prominent and active supporter of the D. C. A. The deceased lady was ill for several months and her death was not entirely unexpected. She leaves a family of five, besides her husband, and the sympathy of the members are extended to the bereaved husband.

The press is showing a decided interest in our affairs of late. The *Winnipeg Free Press* recently published an article making favourable comment on the promotion to

the Collectorship of Winnipeg, of Mr. F. A. Allen, to whom we have much pleasure in extending our congratulations. Promotions also in Windsor and Walkerville, of Mr. A. T. Montreuil to collector at Windsor and Mr. J. Bailey to Sub Collector of Walkerville, also found intelligent appreciation. A recent strongly worded editorial in the *Ottawa Journal*, called upon the Government immediately to fill the Commissionship, and indicated as the proper man Mr. R. Farrow, in no uncertain terms.—Signs of the times.

The frontier officers, and those whose duties expose them to the inclemency of

the weather, will be pleased to learn that the overcoats for uniformed officers are to be issued, upon application to the Department, through the Collectors of the Ports concerned.

As *The Civilian* forms are being made up, the Customs sub-editor hears that the promotion of Mr. R. R. Farrow to the Commissionship has finally been consummated. The Parliamentary committee from the D. C. A. executive called upon Mr. Farrow to offer hearty congratulations. In the next *Civilian* a photograph of the new chief will be reproduced.

Newsy

Personal

Notes

## MAINLY ABOUT PEOPLE

What we  
all are  
doing

### "IN DESPATCHES"

One of the last civil servants to be "demobbed" was Peter Drybrough of the Dept. of Public Works, Victoria, B.C., who received his discharge late in September.

On August 4, 1914, Peter wanted to join up for the Navy but when he admitted an accumulation of 44 Summers, the recruiting officer said "too old." Then Peter passed his exams. for the Motor Boat Patrol, but again he was "too old" to go afloat.

At forty-six he was not too old to get into the Inland Water Transport, Royal Engineers, and with that unit he went to Egypt. Within a year he was a sergeant, and a Mention in Despatches was further evidence of his excellent service. A slight wound did not keep him off duty very long and when the war ended he was going strong,—not "too old" at forty-eight.

Sergt. Drybrough's name was already on the Civil Service Roll of Honour, and the editors are pleased to add the details of his casualty, promotion and "Mention" to that record.

### PERSONAL

Lieut.-Col. A. E. Dubuc, D.S.O. and Bar, formerly of the Department of Public Works, who had a brilliant career in France with the 22nd Battalion, which he rose to command, has been appointed chief engineer of canals in the Montreal area, in succession to the late Ernest Marceau.

Hon. Philippe Roy, Canadian Commissioner General in Paris, was tendered a banquet in Montreal on September 8 by the leading citizens of the place.

Walter Tucker, of the Office of the Auditor General, Ottawa, was married in Kingston on August 27 to Mable E., daughter of the late Capt. John Boyd and Mrs. Boyd.

The marriage of Hilda Isabelle, daughter of Mr. and Mrs. William McCann, of Blackburn, to Adam Raby, of Annan, Scotland,

was celebrated on September 4. The bride was lately on the staff of the Dominion Bureau of Statistics.

The staff of the Kingston penitentiary presented a ring, a case of pipes and a cigar holder to Robert Creighton on his retirement from the post of warden to take up new work in Ottawa.

Grant Hill, of the Department of Public Works, was married in Edinburgh, Scotland, on September 17 to Annie Cameron Gray of that city.

Mr. G. L. Bird, who has been a member of the Auditor General's Staff for the past five years, has returned to Toronto to complete his course in medicine.

On the evening of September 15, the fellow clerks of Mr. Bird repaired to the home of Mr. E. S. Johnston, Chief of the Branch, where an informal luncheon was served in his honour. At the conclusion of the luncheon Mr. Johnston, on behalf of the staff, in a few well chosen words presented the guest of honour with a handsome ebony cane suitably engraved.

Mr. Bird was very popular with his fellow clerks, who while deeply regretting the severing of his connection with the office, unite in wishing him every success in his chosen profession.

Prof. S. A. Cudmore, of Toronto university, has been appointed chief of the Division of Education Statistics in the Dominion Bureau of Statistics. Prof. Cudmore has been temporarily connected with the Bureau and has many friends in Ottawa.

Capt. Fenwick LeBreton Ross, son of Mr. and Mrs. H. LeB. Ross, was married at Glace Bay, N.S., on September 23 to Alice Sara, daughter of the late Archibald MacQuarrie and Mrs. McQuarrie.

Lieut. R. dePuyjalon, lately of the 22nd Battalion, C.E.F., was married on September 25 to Marie Julia Yvonne, daughter of Mr. and Mrs. P. E. Marchand.

G. L. Bird, who has been on the staff of the

Office of the Auditor General for five years, has gone in Toronto to complete his course in medicine at the University. On the eve of his departure he was the guest of honour at a gathering of friends at the home of E. S. Johnston and was presented by them with a handsome walking-stick.

### OBITUARY

CONLEY—On September 1, Rev. Thomas B. Conley, father of N. H. Conley, of the Office of the Auditor General.

MOFFATT—Drowned, on September 2, Joseph Victor Moffatt, of the Department of Militia and Defence, aged twenty-four years.

BROWN—At Turtleford, Sask., on August 29, Mrs. William E. Brown, sister of Messrs. Morgan Mahoney of the Department of Mines and John Mahoney of the Printing Bureau, Ottawa.

MILLS—On September 9, the wife of Dr. James Mills of the Board of Railway Commissioners' staff, aged seventy-six years.

KNISELY—In Toronto on September 13, as the result of injuries received in a street car accident, Owen Fares Kniseley, for eighteen years statistical officer, Department of Railways and Canals, at Port Colborne.

BICKERSTAFF—In Toronto, on September 6, Elizabeth Moore, widow of the late Joseph Bickerstaff of H. M. Customs.

GRIBBLE—In Toronto, on September 24, Rev. Canon Gribble, for twenty-five years rector of Port Dalhousie, father of F. J. Gribble of the Dept. of Immigration, Niagara Falls.

PENNOCK—On September 28, Caroline Eliza, widow of the late J. T. Pennock and mother of W. H. Pennock, assistant postmaster, and P. J. Pennock of the Dept. of Militia and Defence.

MERIDITH—In Toronto on September 28, Anne Frances Jarvis, widow of the late Edmund Meredith, LL. D., some time Under Secretary of State and Deputy Minister of the Interior, in her ninetieth year.



## Railway Mail Service

### If I Were King

NO, I have not in mind that King who was Lyonized some forty-five years ago,—the one whom all Canadian Liberals are at present lionizing. Nor has my introduction any specific reference to our own good King George. It merely presupposes my possession of power, that power possessed by the Canadian people, and by them delegated to their parliamentary representatives. *The Civilian* and its readers are particularly interested in Civil Service affairs. As a Railway Mail Clerk I have this in common with both. Hence, my usurpation and exercise of power will be largely limited to that possessed, *ex officio*, by the P. M. G. You see, it is a far, far cry from the grimy walls of a travelling post-office to the marble halls of a throned King, from anywhere near the Rear of Washabuck to the munificence of a Capital city, and modesty forbids too large an order, even in thought. Armed, then, with the necessary credentials, and with a mandate to reform the Railway Mail Service in particular, and all other Services in general, and having given you the promise that, in the words of the Eutopian stage-dancer: "If dis is satisfactory, we're goin' to 'ave some moah," I shall now proceed.

But first, let me premise that I am somewhat late starting. The past few months have done more than all their predecessors combined to allay the loud-crying necessity for reform in the R. M. Service. Past experience in government service has tended to dispel the partizanship that usually is the *sine qua non* to entrance. From it is soon realized the truth permeating that pointed Shakesperian question: "What's in a name?" Too often is forced the conclusion that Liberal Governments are anything but liberal, whilst Conservative are so conservative as to be positively mean. As one who has served under the last three, and who is quite willing and free to "Render unto Cæsar the things that are Cæsar's," I must admit that the non-partizan Civil Service Commission and the promised Reclassification Bill, like Charity, 'covereth a multitude of sins,' and in its most charitable sense.

Whereas, up to a few months ago, the Railway Mail Clerk's hours of duty were limited by the beginning (for him) of Eternity only, he is now in the comparatively happy position of working under an eight-hour schedule. No longer holds good that embracing and sweeping law of the Little Red Book of Instructions: "You are paid for a

daily service, and can be called upon for duty whenever the exigencies of the Service require it." Just imagine the dictatorial presumption involved in the claim to pay any mortal for all his time! No wonder that under such conditions the Railway Mail Clerk's mind would oftentimes revert to the inscription written on the gates of Dante's inferno:

"All hope abandon, ye who enter here!" No wonder that, like Tennyson, he "Sang because he must." He sang to keep his spirits up; and no marvel too, that, antedating prohibition days, he sometimes forfeited his keys for forcing spirits down as well.

Nor must the Bonus be overlooked or forgotten. True, measured in the light of the soaring cost of living, it shrinks as does injustice before publicity; but, taken all in all, it can be regarded as an evidence of good will, if not of a large heart, and for that, at least, there is cause for thanksgiving.

And, lastly, to revert to the Reclassification Bill: Insofar as it affects Railway Mail Clerks, this bill offers the only real Bonus since the days of Mulock. It has the additional virtue of squeezing dry the lemon handed out at the same time by that P. M. G. in the shape of the introduction of a new class, called "Labourers." The treatment accorded it has been on a par with that given to his maid by a certain Haligonian, who built her a bunk for sleeping quarters in his cellar.

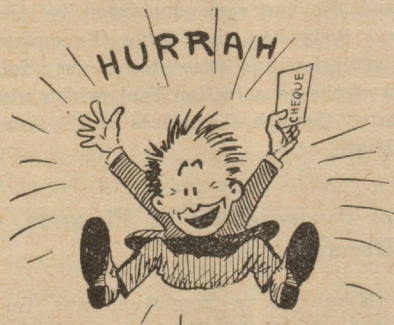
In the ideal world, Justice is the coin of the realm. In this workaday world there is

the coin that jingles, too, to be considered,—but we'll come to that later. Man can and will bear heavy loads of hardship and suffering for necessity or a principle, but totters and falls under even light loads of injustice and inequality.

Railway Mail Clerks, who are all asked to take duty in the most hazardous position in the train, next the engine, have a right to every protection of life provided for passengers. They don't hand over the actual cash, but they do pay parlor-car fares in the most universal and unalloyed of all mediums of exchange—honest toil. In the late collision at Flatlands two Railway Mail Clerks lost their lives. Miraculously, altho' severely injured, the other two were not killed. The wooden box in which these unfortunate men did important and strenuous work was smashed to atoms. Steel-cars served their purpose,—they saved the lives of all the others. In future they will save the lives of Railway Mail Clerks also,—for I am King.

In the progress of time and evolution, the civilized world has reached the stage where the eight-hour day is deemed quite adequate for "delivering the goods." The Government standard day for its office workers is less than this, with holidays thrown in for good measure. My "Reform Bill for all Canadian Services" carries the assurance that in no case will the minimum number of working hours be raised. In many cases it will be lessened. In every case it will vary inversely as the hardships incidental to the work. Railway Mail Clerks, in particular, have good reasons to be hopeful. Theirs is the most hazardous, the most exacting of all Civil Services, and proportionately their hours of duty will be shorter, not longer, as at present. Moreover, their Superintendents, who have received at least ten years training in this instructive school, will have more, not less, remuneration than political favorites whom the dead past has pitchforked into positions rightly due those who have earned them.

But whilst dispensing Justice, I must not forget that I owe some to you, Mr. Editor, and your readers. At a later date, therefore, I shall develop this Bill, and shall break new ground by financing it as well. To do so, I purpose blazing the trails to veritable gold mines, hidden, yet quite near the surface. I will show how they can be worked to best advantage—how they are going to be worked —while I am KING,



Many delays have occurred in connection with the distribution of the 1919 Bonus. Here is what happens when it finally arrives.



## Board of Pension Commission for Canada Civil Service Association

### FIRST ANNUAL REPORT

The birth of this organization was due to the meeting of a few members of the staff of the Board of Pension Commissioners for Canada for the purpose of discussing the injustice done by leaving the B. P. C. staff out of the appropriation for War Bonus. The movement was given very little support at the outset, but these men were persistent in their efforts and gradually interested the Heads of the various Branches, who took up the fight and interviewed the Commissioners.

It was then decided that to obtain justice in all matters pertaining to the welfare of Civil Servants it would be better for the B. P. C. staff to form an organization, which could be affiliated either with the Civil Service Association of Ottawa, or the Civil Service Federation of Canada. Mr. Grierson, of the Federation, and Mr. O'Connor, of the Association of Ottawa, were asked to be present at the first meeting, which took place on December 12, 1918. Both these gentlemen gave valuable information concerning the Civil Service and the need for organization in the various Departments, and also gave their ideas as to whether the Board of Pension Commissioners' Organization had better join the Federation direct, or the Civil Service Association of Ottawa. After much careful thought it was found more to the interest of all to join the Federation direct.

Officers were elected, an Executive Committee appointed, and the work of this Association commenced.

The first matter taken up was the War Bonus. On December 19, a memorial prepared by Mr. Rose and Mr. Page, was forwarded to the Hon. A. K. McLean who stated that the matter had been referred to Sir James Lougheed. The Executive Committee, on March 12, requested Major McKeand to wait upon Hon. A. K. McLean within 24 hours with a view to obtaining information, or a definite settlement of the Bonus Claim.

On April 15 the Chairman of the Executive reported that Mr. Archibald, Legal Advisor, had taken up the matter

of the Bonus, and that Hon. Dr. Roche had forwarded a very strong letter urging the paying of the Bonus to the staff of the B. P. C. and, as nothing further could be done, the matter was left in abeyance for the time being, with a view to taking stronger action if nothing further was heard. However, the Bonus to the employees of the Board of Pension Commissioners was granted on April 29.

On June 26, a resolution was forwarded to the Civil Service Federation, protesting the fact that only members of the staff who had been in the service prior to April 1st, 1918, had been included in the appropriation covering the fiscal year 1919-20 for the War Bonus. The Federation replied to the effect that it was such protests that enabled them to continue the fight.

### Classification of the B. P. C. Employees

It was decided advisable, owing to the many questions that had been presented to the Executive, to appoint a committee to wait on the Civil Service Commission to find just what the status of the employees of the B. P. C. was in regard to re-classification and their permanency in the Civil Service or otherwise. Messrs. McKeand, Patterson, Mackintosh, Jamieson and Stevens were appointed by the General Body and they gave the matter their attention and presented a very full report of the consultation held, which was circulated through the offices of the Pension Board.

### Under Jurisdiction of Finance Department

On March 18, a resolution was forwarded to the G. W. V. A. approving of their efforts to have the B. P. C. as a Department placed under the jurisdiction of the Minister of Finance. It was, and still is, the feeling of this Association that the B. P. C. should be a separate Department, and the effort to attain that end is still to be made.

### Co-operative Buying

The question of Co-operative Buying was taken up about April 15, and Messrs. Golding, Price and Bedford were appointed by the Chair to take up this question. These gentlemen did everything in their power, but although some co-operative buying has taken place on a small scale, nothing decisive has been done, owing to the lack of space in our present offices.

### Health Census

Major McKeand and a staff of helpers carried out this Association's part of the Health Census work in the Districts allotted by the Health Department.

It was decided not to hold General Meetings during the hot months of June, July, and August. The Executive met, however, at intervals, and many matters were dealt with, such as Insurance, Status of the B. P. C. Employees, etc.

Major McKeand, as is known, was appointed a member of the Legislation Committee, and has now been appointed a member of the Board of Hearing, and we feel confident that he will do everything in his power to further the interest of the employees of the B. P. C. in connection with re-classification.

It remains for the General Body to decide as to the success of the past year's work. Without this Association, and its like, being formed, it is a question as to whether the Bonus would ever have been paid to the Board of Pension Commissioners' employees, and also whether it would have been allotted for the year 1919-20 under the present system. This coming winter will no doubt be a hard one, with the price of food-stuffs soaring, and it is only by united effort that the Civil Servant will be able to keep his head above water in the effort to make a living.

The Housing Scheme is underway, and while at present there are very few members of the B. P. C. staff apparently interested in same, there is no reason why more should not become interested.

Major McKeand, with Mr. Patterson as Alternate Delegate, was appointed by the General Body to attend the Convention of the Federation last year, where they supported the questions of Affiliation with Labour, Superannuation, Employees' Liability, and Court of Appeal.

At our first Annual Meeting held Sept. 3rd, 1919, the following officers were



elected for the year 1919-20.

Honorary President, Col. Thompson.

Hon. 1st Vice-President, Major Coristine.

Hon. 2nd Vice-President, Col. Margeson.

President, Capt. King.

Vice-President, Mr. Rose.

Secretary, Mr. Page.

Treasurer, Mr. Lawson.

Executive Committee: Miss Young, Miss Wright, Mr. Gates, Mjr. McKeand, M.C., Major Buchanan, Mr. White, Mr. Draper.

Miss Jessie Ross and Major D. L. McKeand were appointed as Delegates to the Federation Convention in September.

At the opening of this Association the total number of members was 119, the present membership is 438, and we hope to add more members to this list in the near future.

W. G. L. PAGE,

Secretary.

## A Great Rush for Insurance

### Increase of Maximum of Policy Value has Boomed Civil Service Mutual Benefit Society of Ottawa

A good thing "tastes like more,"—and when more is obtainable those who had the first taste "go to it."

That is just what has been happening in the Civil Service Mutual Benefit Society of Ottawa. This organization has been giving its members a protection of \$250 insurance, at a remarkably low cost, for a long time past. The one dissatisfaction of the members was that they couldn't get a larger amount of insurance in the Society. Several years ago the constitution was revised and it was provided that when the membership should exceed six hundred the maximum policy might be made \$500.

The six hundred members were secured, but the war was on when that mark was attained and the directorate decided to not change the system until peace was restored. They also inaugurated a special reserve against war losses.

When peace arrived, the provision for the increased policy was acted upon. No sooner had the membership been notified that an additional \$250 protection was available than applications began to pour in.

Working evenings and holidays, the Application and Beneficiary Committee strove to deal with all applications promptly but, despite their best efforts, decisions on some were delayed for several weeks. In six months, additional insurances of \$250 each were granted to sixty-three former policy-holders.

The increased policy also proved a great drawing-card to non-members and nearly as many new applications for membership as those for increased insurance were received. In the same period, forty-three new members were accepted. Twenty-six of them took

out the limit of \$500 insurance, while seventeen took \$250 policies.

The total membership is now six hundred and seventy-one and fourteen applications are pending.

On account of the rush of business attracted by the increased policy, the Society made no campaign for membership during the first half of this year. Now, however, that the Board has caught up with its work, the members are again talking business to insurable non-members. The simple offering of \$500 life insurance at an absolute minimum price, with no medical examination, actuarial guarantee of the soundness of the organization and the probable payments of benefits within twenty-four hours of death is usually enough to draw an application from any man or woman as soon as he or she fully understands the great value that is offered for the small premium required.

The Society insures any man or woman in the Ottawa Civil Service who is physically sound and of insurable age. The policy may be for either \$250 or \$500. Monthly premiums are deducted from pay-checks by departmental accountants, so that members have no care on that account.

The Society is managed by a Board of Departmental representatives, who are elected annually by the membership. The present members are: W. S. Gliddon (Land Patents Branch, Interior), A. G. Kingston (Public Works), Austin F. Bill (Post Office Dept.), Miss I. M. Russell (Office of the Auditor General), H. A. May (Privy Council Office), J. W. Roberts (Marine), T. Lawson (Finance), W. J. Lynch, I.S.O., (Patent Office), T. W. Alexander (House of Commons), Geo. Ardouin (Printing Bureau),

J. J. McGill (Customs), Gustav Emond (State), F. W. Addy (Railways & Canals), P. E. S. Brodeur (Inland Revenue), Capt. F. T. Walm-sley (Militia & Defence), A. W. Grant (Immigration) and Wm. Dougan (Trade & Commerce). The interests of superannuated members are especially looked after by E. L. Brittin.

Mr. Kingston is president, Mr. Lynch, secretary, and Mr. Grant, treasurer of the Society.

Any of the above-mentioned officials are ready to explain the advantages of membership to all inquirers, whether of their own departments or not. Every one of them is enthusiastic in recommending what they know to be a good thing for every civil servant to participate in.

### GIRLS IN THE OFFICE

The office is really a different place  
For every man works with a smile on his  
face,

It's certainly evident such is the case,  
Because we have girls in the office.

The office boy formerly looked such a  
wreck,  
But now with clean collars his form he'll  
bedeck,  
Indeed it is whispered he washes his neck  
For now we've got girls in the office.

We "Mister" each other most formally  
now  
And never by chance do we kick up a row;  
Our conduct's exemplary, all must allow  
Since we have had girls in the office.

From using strong language the older men  
shrink,  
The effort it costs them you really can't  
think,  
And the manager never goes out for a  
drink,  
Now that we have got girls in the office.

Now nobody seems in a hurry to leave  
And tales go about you can hardly believe,  
That powder's been seen on the manager's  
sleeve  
Since we got the girls in the office.

What it will end in none here knows or  
cares,  
Yet it makes one more careful about what  
one wears,  
And its costing me now about double in  
fares,  
Since the time we got girls in the office.

—Domino.



## Civil Service Association of Ottawa

### Annual Meeting

THE annual meeting of the Civil Service Association of Ottawa was held in the Auditorium of the Ottawa Collegiate Institute on the evening of Friday, September 26. President O'Connor was in the chair. The regular business of the meeting consisted in the reading and adoption of the annual report of the executive and the nomination of officers for the ensuing year. An important feature of the annual report is the account of the stand taken by the executive in favour of classification and the proposed bill, subject to certain provisos of which the most important is the retention of subsection 5 of section 9 affecting the status of all persons employed in the Service. The discussion of this section of the report elicited from Mr. J. S. Eagleson, subsequently a candidate for the presidency of the Association, a resolution against the passage of the bill and the classification report by Parliament. In view of the unrepresentative character of the meeting, which was very sparsely attended, it was decided that, with the consent of the mover, further discussion of the resolution should be held over for a special classification meeting to be called upon the publication of the amended classification report.

The following nominations were received at this meeting and before ten a.m. on Monday, September 29:

President—J. C. O'Connor, S. Chandler (withdrew), J. S. Eagleson.

Vice-President—T. R. L. MacInnes, F. Jammes, S. Chandler, Miss E. Jukes, R. Hood, F. D. Withrow, E. Lisle (withdrew), H. Dessaint (withdrew).

Secretary—J. H. Ryan, L. Howard.

Treasurer—M. H. Hughes, G. A. Lindsay (withdrew).

### Special Meeting

A special mass meeting of the Inside Service, which was called for the purpose of discussing the classification, was held in the Auditorium of the Ottawa Collegiate Institute on the evening of Wednesday, October 1. President O'Connor occupied the chair. A large crowd was in attendance, and feeling ran high, owing to the contentious character of the issues to be discussed, and also in view of the near approach of the elections for the officers of the Association, and the prospect of campaign speeches on matters of policy by the various candidates for of-

fice. Mr. O'Connor opened the meeting with a preliminary address explaining the present status of the bill and the classification report. The President was followed by Mr. S. Chandler, a candidate for the office of Vice-President, who strongly criticized the administration. Mr. Patterson, the chief spokesman of the returned soldiers, introduced a resolution to the effect that the Government should be asked to abandon the proposed bill and the classification report on the ground that it did not afford sufficient preference to returned men in examinations, as such preference was limited to initial examinations for entrance, and consequently did not apply in the case of promotions. Upon being questioned as to his attitude in the matter, Mr. O'Connor pointed out that whereas the Civil Service Association had always vigorously approved the principle that returned men should receive the preference in initial examinations for entrance, it was never the intention of the Government nor the view of the Association that this preference should be extended to promotion examination, as that would mean that returned men would have a perpetual handicap over all other persons and that practically no one else would ever have any prospect whatsoever to promotion, a condition that would be demoralizing to efficiency and good feeling in the Service. The discussion of this question was very heated. An amendment to Mr. Patterson's resolution was introduced by Mr. Lalacheur to the effect that the Association was opposed to the passage of the bill until the application of the classification was complete. Mr. J. S. Eagleson, the candidate who opposed Mr. O'Connor for the office of president for the coming year, then took the platform. The tenor of Mr. Eagleson's remarks was that the classification report, although "a monument to the resourcefulness, ingenuity and fecundity of the human mind," was a "monstrosity" and "book of mystery," and should in consequence "be thrown out." Mr. Eagleson favoured the retention of the old system of salary classification under which the Service is at present conducted. Mr. Mathison, President of the Dominion Public Works Association, made an appeal to the meeting in favour of classification on behalf of the Outside Service. Mr. Withrow spoke in favour of classification and moved as an amendment to the amendment that the Association should request the Government to pass Bill 18 with provision for the correction of anomalies, inaccuracies and injustices, a provision for the continuation of the bonus and on condition that the

measures should be retroactive to April 1, 1919. The issue was brought to a head when Mr. Withrow effected a compromise with the returned soldiers by inserting in his amendment a provision favouring a preference in promotion examinations to returned soldiers who suffered from a disability. As a result of this agreement the amendment to the amendment was almost unanimously carried, and the meeting broke up somewhat toward midnight, having placed itself strongly upon record as favouring the immediate passage of the bill and the adoption of the classification report by Parliament. The action taken by the meeting is regarded as a great victory for the principle of classification, and this impression has been further strengthened by the results of the elections, at which Mr. O'Connor and his supporters who favoured classification were returned to office. This turn of events has greatly encouraged the supporters of the bill and has effectively offset the many rumours that have been constantly circulated during the past few months with regard to the alleged strength of the opposition to the measure among the members of the Inside Service.

### AN APPRECIATION

The *Civilian* Committee has not for a number of years published the favourable comment received from hundreds of subscribers. It may be of interest to reproduce the following letter, a sample of scores received by the committee from all parts of Canada.

St. John, N.B., Sept. 25, 1919.

Editor "Civilian,"

Ottawa, Ont.

Sir,

Enclosed please find one dollar, my subscription to "Civilian" for ensuing year.

Accept my heartiest congratulations on the success of your magazine. It is a tower of strength and an incalculable benefit to the Service.

Long may it flourish!

Yours sincerely,

JOHN MCGOWAN,

Excise officer,

St. John, N.B.





DEPARTMENT OF THE NAVAL SERVICE.

## Royal Naval College of Canada.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Particulars of entry may be obtained on application to the department of the Naval Service, Ottawa.

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimaux near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service.

Unauthorized Publication of this advertisement will not be paid.  
Ottawa, February 3, 1919.

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FREE:—Our 88 page illustrated treatise respecting diseases affecting fruit trees, vegetables, etc., together with spraying calendar and formulas for mixing the various chemicals used in the destruction of insect pests, scale and other fungus diseases common in the orchard, will be mailed to those who require it. Send a postal card to-day while the matter is fresh in your mind.

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# Government Insurance

## Furnished by the Department of Insurance

During the first seven months of the current year 354 policies were issued for an aggregate amount of \$971,000.

These policies were distributed among the various Departments as follows:

Department.	No. of policies	Amount of insurance
Agriculture.....	11	\$ 43,000
Auditor General.....	2	4,000
Commission of Conservation.....	1	3,000
Customs.....	74	205,000
External Affairs.....	1	5,000
Finance.....	3	8,000
House of Commons...	1	2,000
Immigration and Colonization.....	6	14,000
Indian Affairs.....	2	8,000
Inland Revenue.....	7	17,000
Insurance.....	3	10,000
Interior.....	21	58,000
Justice.....	3	9,000
Marine.....	7	20,000
Militia & Defence....	3	4,000
Mines.....	4	15,000
Naval Service.....	5	18,000
Post Office.....	162	403,000
Printing & Stationery	5	12,000
Public Works.....	8	26,000
Railways & Canals...	11	49,000
Railway Commission.	1	2,000

Secretary of State....	1	3,000
Trade & Commerce...	12	33,000

354 \$971,000

During the month of August 23 policies for \$59,000 were issued. This was the smallest amount issued in any month of the year. These policies were issued in the following Departments:—

Auditor General.....	1	\$ 3,000
Customs.....	5	14,000
Inland Revenue.....	2	5,000
Interior.....	2	6,000
Library of Parliament.	1	2,000
Marine.....	1	2,000
Post Office.....	9	19,000
Public Works.....	2	8,000

23 \$59,000

In the absence of paid soliciting agents the Civil Service Insurance scheme must look to the members of the Service itself, particularly those already insured, to tell those not insured of its advantages.

Policy holders can assist this scheme and at the same time confer a favour upon their uninsured fellow-employees by speaking to them of Civil Service Insurance.

The attached coupon will bring full information and instructions.

## CLASSIFICATION DU SERVICE FEDERAL

Proposé par l'échevin Dr. P. H. Bédard, secondé par l'échevin J. A. Lesage.

Attendu que par une délégation d'employés du Gouvernement Fédéral, auprès de Son Honneur le maire de Québec, demande a été faite d'avoir l'appui de ce conseil pour favoriser et appuyer la prise en considération ainsi que l'adoption d'une loi réformant la classification du Service Fédéral et procurant par le fait aux employés fédéraux une meilleure rétribution concernant leur position et leur salaire;

Il est résolu, pour faire suite à la demande de cette délégation, que ce Conseil prie le Gouvernement Fédéral ainsi que toute la députation d'adopter toute mesure qui favorisera l'amélioration de la situation présente des employés du Service Civil Fédéral au point de vue pécuniaire et social.

## THE OATH

By Kenneth Graham Duffield.

I will not drink from a German cup,  
Or eat from a German plate.  
I will not deal with a German man  
All foul with German hate.

I'll use no drug with a German name,  
That's grown on German land.  
I'll eat no food and drink no beer  
If made by a German hand.

I will not use a German tool,  
Razor, or knife, or saw.  
I will not trade with a German shop  
That lives by the German law.

I will not sail on a German ship  
Where German songs are sung.  
I will not breathe where God's clean air  
Is soiled by a German tongue.

'll not forget those awful deeds,  
To girls and little boys,  
No more I'll hang on Christmas trees  
Those blood-stained German toys.

I will not take a German's word,  
He'll break it if he can.  
There is no love in a German heart  
Or faith in a German man.

This is my oath, now war is done,  
I'll swear to keep it true,  
And since I know you feel the same,  
I'll pass it on to you.

— The Needle.

## Application Form

To the Superintendent of Insurance,  
Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

I contribute to Superannuation Fund No. 1.

I contribute to Superannuation Fund No. 2.

I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.



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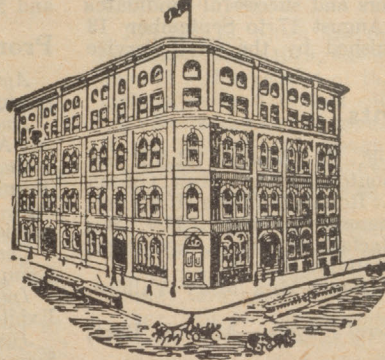
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Boat Landing.

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Porters meet all  
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Tents, Floorcloths,  
Tarpaulins,  
Duffelbag

ARCTIC

Eiderdown Sleeping Robes,  
Flags, Signals,  
Pennants

WHOLESALE MANUFACTURERS

### WOODS MFG. CO.

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## Commission Orders and Decisions

The following lists of appointments, promotions, transfers and successful candidates for the period August 17 to September 13 have been furnished by the Civil Service Commission:—

### Appointments

**Agriculture.**—F. E. Moore (R.S.) lay inspector, Edmonton; Henry How Gibson (R.S.) vet. insp.; Ronald Gwatkin (R.S.) vet. insp.; Miss Theresa McCarthy, Div. 2C; Victor Earl Macfarlane (R.S.), lay insp.; Miss Yvonne Beaudry, Div. 2C.

**C. S. Commission.**—Miss Mary Vallilee, Div. 2B.

**Governor General's Office.**—Miss S. Burt, Div. 2C.

**Honorary Advisory Council for Scientific and Industrial Research.**—Miss Esther Bell, Div. 2C.

**Immigration and Col.**—Harold S. Beane (R.S.) imm. insp., Beebe Junction, P.Q.

**Justice.**—John MacLeod (R.S.) guard, Sask. Pen.; Ed. O'Connor (R.S.) and John Clarke (R.S.) guards, Man. Pen.; Miss Alice Pruneau, Div. 2C.

**Marine.**—Jas. H. Percy, wharfinger, Magog, P.Q.; Ed. Sharkey, storm signal agent, St. Andrews, N.B.; Gerald Miller (R.S.) wharfinger, Sandy Beach, P.Q.; A. Young, wharfinger, Rosseau, Ont.; Freeman Buchie, lightkeeper, Gregory Island, N.S.; Alphonse Quimper, lightkeeper, St. Ulric, P.Q.

**Naval Service.**—Miss Mary Dooner, Div. 2 C; Miss F. W. Sanderson, Div. 2C; Miss M. U. McCann, Div. 2C; John F. Hersey (R.S.) boatman, Bay View Life Saving Station, N.S.; Miss T. E. Lowrey, Div. 2C.

**Post Office.**—Jos. Church, clerk, Montreal; A. J. Hunt, letter carrier, Medicine Hat; Miss M. E. Williamson, sorter, Ottawa; Wm. T. McGuire, clerk, Halifax; Wm. D. Brown (R.S.) clerk, Guelph; P. Wm. Johnson, clerk, Peterborough; Miss D. Spratt, Div. 2C, Ottawa; C. C. Robinson (R.S.) and John McMillan (R.S.) letter carriers, New Westminster; Oscar Leclerc, G. L. Jobin and L. P. Sirois, Ry. M. clerks, Quebec; Regina Aubin and Regina Tanguay, clerks, Sherbrooke; J. Waters, Geo. Russ, H. G. Nicholls (R.S.), Wm. Quick (R.S.), Dan Madeline and Frank A. Cole, porters, Toronto; J. J. A. Doucet, Earl Hughes, J. A. Sirois, L. Robitaille, G. F. Proudman, Hermine Pigeon, M. Densya McNeely, Mrs. Janet Dexter, Miss Therese Albert, Leo. S. Côté, Miss Mary C. Dempsey and J. McI. Smith, clerks, Ottawa; J. T. Kelleher (R.S.) clerk, Toronto; Miss Marie L. Bruneau, clerk, Quebec; E. J. Williams, Ry. mail clerk, St. John, N.B.; J. W. A. Donaldson (R.S.) porter, Ottawa; A. Carrière, J. D. A. Fortier and L. R. Guimont, railway mail clerks, Quebec; Wm. Green (R.S.) letter carrier, Kingston.

**Public Works.**—A. Bannister, caretaker, Regina; W. Mather (R.S.) asst. engineer, Port Arthur; Archie Stewart (R.S.) caretaker, Winnipeg; Jos. T. Gosselin, carpenter, Lévis; Mrs. S. H. Gordon, telephone agent and operator, Chase, B.C.; Miss M. McCorkell, Div. 2C.

**Railways and Canals.**—W. Burton (R.S.) lockmaster and statistical officer, Kingston Mills, Rideau Canal, Ont.

**Trade and Commerce.**—Miss Eva Alexander and Miss A. F. Belsher, clerks, Div. 2C.

### Promotions

**Agriculture.**—Andrew McMeans, to seed production specialist.

**Auditor General.**—Wm. Kearns, to Assistant Auditor General.

**Customs and Inland Revenue.**—William Turnbull, to collector for Customs, Abbotsford, B. C.; G. A. Robillard, to excise clerk-cashier, Montreal.

**Commissioner of Patents.**—Hugh Arthur Campbell, to Div. 2A.

**Interior.**—A. E. Tolmie, to Canadian Exhibition Commissioner.

**Justice.**—J. M. R. Murphy and J. Armand Sigouin, to clerical assistants in the St. Vincent de Paul Pen.; Thomas Gelle, to Commissioner of Imm. and Col.; A. M. Steinman, to industrial guard at Sask. Pen.

**Marine.**—Brother Frasse, to keeper of the Middle and Inner Ranges at Peribonka, P.Q.

**Post Office.**—The following letter carriers:

—F. Turner, R. Knight and Geo. Little, to B., Victoria; Malcolm MacRae, to D. and Geo. Bath, to B, Vancouver; J. E. Mirault, to E, John Kennedy and Thomas Owen, to C, Edmonton; Wm. Hazell, to E, and A. J. McKenzie, to D, Regina; H. Woodhead, to C, Saskatoon; James Innes and Alfred K. Stratham, to C., Moose Jaw; J. Oldnall, to C, and S. T. White, to E, Victoria; M. W. Pickles to C, Calgary; W. F. Kilroy, to B, Vancouver; J. T. Shufflebotham, to D, Moose Jaw; R. Shields, to B, Regina; Donald Gilchrist, and C. H. Robinson, to B, Edmonton; Robert Brown, to E, Moose Jaw; J. W. King, to E, Vancouver.

**Trade and Commerce.**—Jas. Allan Ham, to inspector of electricity and gas, Ottawa.

### Transfers

F. J. Newcomb and W. F. Griffith, from railway mail clerks, St. John, N.B., to 2nd class clerks in office of Supt. R. M. S., St. John, N.B.

Dr. J. F. Bosse, from Indian Agent and Medical Officer, Bersimis Reserve, to Indian Agent and Medical Officer, Restigouche.

Miss Mary Cameron, from Interior Dept. to External Affairs, Div. 2B.

J. G. Penfold, from keeper of Victoria Island Light, to keeper of Thunder Cape Light.

John McIvor, from keeper of light at Stokes Bay, to keeper of light at Lyal Island.

Ward Fisher, from asst. to Supt. of Fisheries, to division inspector of Fisheries for Eastern Division, Naval Service.

Lt.-Col. A. E. Dubuc, from Public Works Dept., to Superintending Engineer, Quebec Canals, Montreal, Railways and Canals Dept.

### Successful Candidates

The following appointments to the positions indicated have been made as the result of special examinations:—

Assistant Publicity Agent, Dept. of Immigration and Colonization, salary, \$1,920 per annum, Lt. Fred James (R.S.) Ottawa, Ont.

Hydrometric Recorder for the British Columbia Survey, Department of the In-

terior, salary, \$1,500 per annum, F. R. Archibald (R.S.), Vancouver, B.C.

Hydrometric Recorder for the Reclamation Service at Calgary, Department of the Interior, salary, \$1,500 per annum, A. J. MacPherson, (R.S.), Victoria, B.C.

Draughtsman for the office of the Quebec Canals, Department of Railways and Canals, salary, \$1,400 per annum, J. J. Bates, Montreal, P. Q.

Photographer for the Welland Canal Construction Staff, Department of Railways and Canals, salary \$1,200 per annum, J. W. Jarrett (R.S.), Hamilton, Ont.

Assistant to the Superintendent of the Experimental Farm at Agassiz, B. C., Department of Agriculture, salary \$1,200 per annum, K. MacBean (R.S.) Indian Head, Sask.

Junior Entomologist, Department of Agriculture for the Entomological Laboratory, Victoria, B. C., salary \$1,260 per annum, Wm. Downes, Victoria, B. C.

Chief of Education Statistics for the Dominion Bureau of Statistics, Department of Trade and Commerce, salary, \$2,580 per annum, Prof. S. A. Cudmore, Toronto, Ontario.

## THE OUTLOOK FOR CO-OPERATION

(By F. Jammes)

During the last week of August, there was held at Toronto, under the auspices of the Co-operative Union of Canada, a convention of Ontario Co-operative Societies. The Co-operative Wholesale Society of Manchester, Eng., was represented by Messrs. Morehouse and Gibson. Mr. Hart, of the Provincial Department of Agriculture, and Mr. F. Jammes chairman of the co-operative committee, Civil Service Association of Ottawa, were also in attendance.

The delegates were all men of wide experience along co-operative lines, and all the discussions were of a practical nature. The agenda covered many subjects of vital importance, but perhaps the most interesting was the question of establishing systematic trade relations between the Co-operative Wholesale Society and Canadian societies. The C. W. S. delegates assured the Convention that their society was ready to assist Canadian societies in every possible way. They felt confident that many lines of goods could be bought through the C. W. S. and distributed at reasonable prices. A special committee was entrusted with the task of making the necessary preliminary arrangements, and it is to be hoped the action taken will result in an extension to Canada of the benefits enjoyed by the English co-operators who purchase through the Co-operative Wholesale Society.

The outlook as regards the co-operative movement in Ontario is very bright, notwithstanding the fact that there is no suitable co-operative legislation. A large number of new societies are organizing in different parts of the province, and the Convention decided to form an Ontario section of the Co-operative Union of Canada, to assist the Organization Department in meeting the demand for proper organization of new societies, and propaganda work. Resolutions were passed, requesting both the Federal and Provincial Governments to enact suitable co-operative laws at the next sessions of the respective legislatures.



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## Bill No. 18

When Bill No. 18 made its appearance in the House of Commons it was soon discovered that it contained both errors of omission and commission. While it was impossible in the short time permitted for discussion before the special committee to emphasize all points at issue, there was one outstanding point in which the D.P.C.A. was vitally concerned on account of pledges given and which pledges were being unwittingly ignored. This especial point is in regard to the final clause of the Bill reading as follows:

"This act shall come into operation upon the first day of April, 1920."

Mr. W. J. Cantwell, president of the D. P. C. A., at once took up the cudgels and appeared before the special committee and strongly represented the breach of good faith involved in changing the date for the operation of the act from April, 1919, to April, 1920. Not content with this, Mr. Cantwell carried on the contest for governmental observance of faith with the D. P. C. A. and wrote a letter to Hon. Mr. Rowell under date of Oct. 6th. In this letter Mr. Cantwell pointed out that Bill No. 136 provided that the act should come into effect on April 1, 1919, in accordance with a promise made to a delegation from the D. P. C. A., which promise was subsequently repeated in a letter written to him on April 10, 1919, and read in the House of Commons on April 14th (see Hansard of that date, page 1496). This letter of Mr. Rowell contained the following words,—

"The new classification, when put into effect, will apply to the current year commencing first of April, 1919."

Mr. Cantwell also drew the attention of Mr. Rowell to the following reply given to Mr. G. W. Andrews (Winnipeg) in the House of Commons on May 13th,—

"Am advised by Civil Service Commission that printing which has already commenced will take substantially longer than originally estimated, and this is one explanation of delay, but as **EVERYTHING** relates back to first of April, Post Office employees cannot be prejudiced in any way by unavoidable though regrettable delay, and precipitate action on their part would be wholly unjustifiable."

Not content with the strong case he had made to the Government on behalf of his Association, Mr. Cantwell mailed a letter to

each member of the special committee, a copy of which follows:

Dominion Postal Clerks' Association

Ottawa, October 7th, 1919.

Dear Sir,

May I take the liberty of supplementing the remarks I made before the Parliamentary Committee on the Reclassification of the Civil Service, when I had the privilege of making representations last evening on behalf of this Organization. I wish to refer briefly to the last section of Bill No. 18, which makes the new salary schedules effective commencing April 1st, 1920, instead of April 1st, 1919, as provided for in Section eleven of Bill 136, which was read a first time at the last Session of Parliament.

In discussing this point in the House, on October 2nd, the Hon. Mr. McLean is reported in Hansard as having made the following statement (see Hansard, October 2nd, page 788):

"The Bill also provides that the classification shall come into effect on the 1st day of April next. The Bill, as introduced last year, did not contain that provision. In fact it provided that when the classification was approved by Parliament, it should date back, so far as compensation was concerned, to the 1st day of the present fiscal year, i.e., April 1st, 1919. Since the prorogation of Parliament, however, a special bonus has been granted by Order-in-Council to members of the Civil Service, both Inside and Outside, and the Order-in-Council provides that the bonus shall continue until the end of the present fiscal year."

Replying to Mr. Manion, the Hon. Mr. McLean made the following statement in reference to the bonus:

"I have not read the Order-in-Council for some time, but I laid it on the table a few days ago. It provides, however, that those to whom it does apply shall receive the bonus until the beginning of the next fiscal year. Therefore, it would not have been fair to the country to enact that the classification, so far as compensation is concerned, should date back to the beginning of the present fiscal year."

May I, at this point, refer you to page one of the Classification which was tabled last Session when Bill No. 136 was introduced on June 10th, 1919, from which the following is taken:

"The rates of compensation prescribed for the various classes of positions are for normal times. It is the plan that while the cost of living is abnormally high, during the reconstruction period, these rates shall be supplemented by a bonus . . ."

It will therefore be observed that the Government, at that time, had contemplated giving the service the bonus which was granted

by Order-in-Council, P.C. 1485, dated the 15th July, 1919.

Bill No. 18, which was read the first time September 29th, 1919, was submitted to Parliament with a reprint of the previous classification, being a revised edition, after hearing officers and employees of the service, and if you will be kind enough to refer to the "Foreword" you will observe that the last paragraph of same reads as follows:

"The rates of compensation proposed for the several classes, except those where it is provided that prevailing rates shall apply, are based on the assumption that they will be supplemented by a special bonus while the cost of living continues abnormally high during the reconstruction period."

It will therefore be noted that on every occasion, when remuneration of civil servants was under discussion by the Government, it was generally understood that the proposed salaries were based on normal conditions, and the bonus was intended as relief for Civil Servants while the cost of living continues to be abnormal.

I am sure it is the desire of every Member of the Parliamentary Committee to be fair in dealing with this matter, and it is because I am convinced of this fact that I am addressing this communication to the Members of the Committee.

I feel satisfied, Sir, that after going carefully over the merits of our contention in this respect, you will come to the conclusion that our request is not unreasonable.

Thanking you for the courtesy accorded me last evening when I presented the views of this Association,

I have the honour to be,

Sir,

Your obedient servant,

W. J. CANTWELL,

Dominion President.

## The C. S. Federation Takes Action

The officers of the Civil Service Federation co-operated with and backed up Mr. Cantwell in his strenuous efforts to get this particular wrong put right. While it was impossible in the time allowed to call a meeting of the executive, Messrs. F. Grierison and L. D. Burling, president and first vice-president, jointly signed a hastily prepared letter to the Hon. Mr. Rowell to the following effect:

Ottawa, Oct. 9, 1919.

Hon. N. W. Rowell,

President of the Privy Council.

Dear Sir,—

As you are no doubt aware, the Civil



Service Federation of Canada is greatly interested in the passage of Bill No. 18. We believe that it forms a fitting and essential climax to the legislation that has preceded it and that will justly arouse the admiration of the people of Canada.

Our interest in its passage makes us more than ever desirous, however, that Bill No. 18 shall be as nearly perfect as possible. We therefore feel that your attention should be called to an apparent discrepancy between the date (April 1, 1920) mentioned in the final clause of the bill and the date (April 1, 1919) which has been quoted previously to civil servants and to the House of Commons as the one upon which classification shall become operative.

As early as April 10, 1919, a letter to the President of the Dominion Postal Clerks' Association, signed by yourself and read before the House of Commons on April 14 (Hansard, page 1496), stated definitely that the new classification, when put into effect, would apply to the current fiscal year commencing the first of April, 1919.

This promise was repeated by yourself in reply to a question by Mr. Andrew on May 13, 1919, and was carried out in section 11 of Bill 136, read for the first time on June 10, 1919.

The only reason which we have seen advanced for the change in dates is in a statement by the Hon. Mr. Maclean, replying to a question by Mr. Manion on October 2. Hansard (page 788) records Mr. Maclean as saying that since civil servants would be receiving a bonus until the beginning of the next fiscal year "it would not have been fair to the country to enact that the classification, so far as compensation is concerned, should date back to the beginning of the present fiscal year."

But the classification rates are specifically described as "for normal times," and page one of the classification tabled last session when Bill No. 136 was introduced, specifically states that while the cost of living is abnormally high the classification rates shall be supplemented by a bonus. It is clear then that it is the Government's intention to supplement the classification rates by a bonus which shall make them more nearly applicable to present living conditions.

If a bonus is to be given when the classification rates do go into effect it would seem to us to be impossible to use the presence of a bonus now as an argument against the simultaneous payment of the classification rates.

Moreover, and as we have already pointed out, civil servants have been promised, and the promise has been made a part of the legislative record, that the classification would be dated back.

We trust that the change to April 1, 1920, made in the last clause of Bill No. 18, will not be allowed to stand, and hope you will use your influence to this end.

Respectfully yours,

F. GRIERSON,  
President.

L. D. BURLING,  
Vice-President.

The Federation officers also forwarded to Mr. Rowell a letter dealing with Trial Boards, Whitley Councils, and other items dealt with at the convention in March last, and which space does not allow to be printed at this time.

The following, however, is a reproduction of a letter sent by the Federation officers to Mr. R. J. Manion, M.P., a member of the special committee, in regard to change in the date from April, 1919, to April, 1920:

Ottawa, Oct. 9, 1919.

R. J. Manion, Esq., M.P.,  
House of Commons.

Dear Sir,—

Civil servants are greatly interested in the passage of Bill No. 18, rightly believing that it is essential to complete success in the far-reaching civil service legislation which has already been placed upon the statute books.

This interest does not blind us to the fact that the bill as it now stands contains a provision out of keeping with previous utterances of Government upon the subject. We refer to the last clause bringing the act into effect upon April 1, 1920.

We would call your attention to the fact that civil servants have been promised by the Government that the classification would date back to April 1, 1919. This letter, signed by the President of the Privy Council, can be found in Hansard for April 14 (page 1496), and a similar indication of Government's intention will be found in the Hon. Mr. Rowell's answer to Mr. Andrew on May 13. It was also incorporated in section 11 of Bill No. 136.

So far as we have been able to ascertain the only reason advanced in support of the change in date from April 1, 1919, to April 1, 1920, is to be found in the Hon. Mr. Maclean's answer to your question on October 2 (Hansard, page 788), as follows:

"The Order-in-council provides, however, that they to whom it does apply will receive the bonus until the beginning of the next fiscal year. Therefore it would not have been fair to the country to enact that classification, so far as compensation is concerned, should date back to the beginning of the present fiscal year."

A satisfactory answer to this argument can be found in the fact that it is Government's clear intention, as expressed on page one of the classification, that the classification rates shall be supplemented by a bonus when they do go into effect. The presence of a bonus now can not, therefore, be used as an argument against paying the classification rates from the date already agreed upon.

Sincerely yours,

FRANK GRIERSON,  
President.

L. D. BURLING,  
Vice-President.

A letter was also sent to Major Andrews, M.P., of Winnipeg Centre, which concludes a report of the action taken jointly by the Dominion Postal Clerks' Association and the Civil Service Federation. The letter to Major Andrews follows:

Ottawa, Oct. 9, 1919.

W. G. Andrews, Esq., M.P.,  
House of Commons.

Dear Sir,—

The Civil Service Federation of Canada is greatly interested in the passage of Bill No. 18. We feel that it is the necessary climax to the legislation that has preceded it, and

are particularly desirous that it shall be as perfect as possible.

We hope you will not overlook the discrepancy between the Hon. Mr. Rowell's answer to your question on May 13, specifically stating that everything regarding the classification would relate back to the first of April, 1919, and the last clause of Bill No. 18, making the act effective upon the first of April, 1920.

The promise made to you on May 13 was repeated in a letter to the President of the Dominion Postal Clerks' Association on April 10, and read to the House on April 14 (Hansard, page 1496). It will also be found in Bill No. 136, section 11.

To the best of our knowledge, the only reason that has been advanced in support of the proposed change in dates is a statement by the Hon. Mr. Maclean, in reply to a question by Mr. Manion, on October 2, (Hansard, page 788). It is there stated that since a bonus has been granted for the present fiscal year it would be unfair to the country for the classification rates to be dated back.

This argument can be satisfactorily answered in the following way: It is the Government's clear intention, as put upon record on page one of the classification accompanying Bill No. 136, that the classification rates shall be supplemented by a bonus when they do go into effect. The presence of a bonus now can not therefore be used as an argument against paying classification rates admittedly based upon normal times, and we sincerely hope that the necessary change can be made in the act before it becomes law.

Sincerely yours,

FRANK GRIERSON,  
President.

L. D. BURLING,  
Vice-President.

## IMPORTANT NOTICE

It has been found necessary, owing to the increased cost of printing, paper, etc., and the difficulty in collecting back dues, to have all subscriptions paid in advance. If this is not done the paper will have to be cancelled. Kindly send us your subscription so that you may receive the next issue. Look at your label which tells the month and year to which your subscription is paid.

THE CIVILIAN  
COMMITTEE.



## Dominion Public Works Association

A MASS meeting of the above Association was held in St. Anne's Hall on the 19th September, the following members of the Executive being present—Mr. Seguin, President; Mr. Duncan, Vice-President; Mr. Jenkins, Treasurer; Mr. Jacques, Secretary, and Messrs. Diguier, Rous, Williamson, Donoghue and Trepanier. About 125 members were present.

The Association was pleased to have with them Mr. Mathison, of Toronto, President of the Public Works Federation, and Mr. McGarry, of Montreal, Dominion Secretary, besides having Mr. Burns and Mr. Callow of the Customs Association.

The President addressed the meeting in French and English, and introduced the speakers of the evening.

Mr. Mathison gave an outline of the work that was being done and what they proposed to do. Mr. McGarry gave an outline of the strength of the Public Works Federation, it being composed of associations from coast to coast, and comprising architects, superintendents and clerks of works as well as all other employees of the department. Mr. Burns thanked the members for inviting him to their meeting and congratulated the Public Works on their new Minister, and stated that the Customs loss was Public Works gain, and he spoke of what the Hon. A. L. Sifton had done for the Customs while he was their Minister, and he told the meeting that if they gave a square deal, they would receive one.

Mr. Williamson, in fitting terms, moved a vote of thanks, which was seconded by the Vice-President, Mr. Duncan.

The Executive of the Association as well as Mr. Mathison, Mr. McGarry, Mr. Thomas and Mr. Grierson, waited upon the Hon. A. L. Sifton; the Minister giving them about an hour and a half of his time. He listened to Mr. Mathison giving an account of the working of the department, how some branches of the Service were not being treated with the same consideration as are other branches of the Service. He asked the Minister if the bill should not pass, would he grant them the privilege of laying before him a proposition for the welfare of the Public Works Department. Mr. Grierson spoke along the same lines and also touched upon the very small pay that the employees received.

Mr. Thomas took up the case of the char service and put up a very convincing argument why the men of that branch of the Service should receive more money and also part of the bonus.

The Minister told the deputation to put their case before him in tabulated form and that he would consider the matter. He stated that he was in perfect sympathy with their cause.

The deputation went away highly pleased with their interview, and knowing what Mr. Sifton had done for the Customs, they felt sure of sympathetic treatment. The deputation was introduced to the Minister by Mr. F. Jacques, Secretary of the Association, and the acknowledged representative of the Public Works Federation to the department.

A special meeting of the employees of the Public Works Department was held on the 27th September in St. Patrick's Hall; the officers and executive of the Association having seats on the platform, and about 350 members being present.

The guests of the evening were Mr. Mathison and Messrs. Somers and Ferguson of Toronto, and Mr. Colvin of Hamilton, and Mr. F. Grierson of the C. S. Federation. Mr. Seguin introduced the speakers in a neat and witty address in French and English. Mr. Mathison got a great reception when rising to speak, his determination and earnestness were depicted in every word and action. He told the audience that the Classification Bill was the greatest blessing the Public Works ever had and he hoped that it would pass the House. He asked the members to do the fair, square thing with the department, and he told them that he told the Minister that the department would get more work out of the men in an

eight hour day than they do at present in nine hours.

At the close of his address the President called upon the Secretary to read a motion that was presented to the President. The motion was moved by O. Mayer, and seconded by U. Smith, that the Association present Mr. Mathison with a cheque for the sum of \$100 to help defray his expenses while here on work beneficial to the Federation. The motion was carried unanimously.

Mr. Mathison, in rising to reply, was deeply affected with the spontaneous goodwill that was exhibited to him, and the appreciation of his services.

The President then called upon Mr. Colvin, the President of the Customs Association, who made a few remarks in regard to organization and what has been gained by being organized. He also gave great praise to our Minister, the Hon. A. L. Sifton. Mr. Somers, of Toronto, the next speaker, gave great praise to Mr. Mathison as a worker and was sorry that he was not in the Customs Association. Mr. Ferguson addressed the meeting for a few minutes chiefly along the same line as the previous speakers.

The last speaker of the evening, although not the least, was Mr. F. Grierson, President of the Civil Service Federation, who paid great compliment to the Association, and also to the good fighting qualities of the visiting speakers from Toronto and Hamilton. The meeting closed at 10 o'clock so as to give the speakers time to catch the Toronto train.

## CORRESPONDENCE

### Without Being Told

Editor, *Civilian*—

My attention was arrested by a heading in the July *Civilian*,—"Doing It Without Being Told." Under that caption Hubbard has ticketed many sorts of civil servants. I can point to members of almost every class that he describes in any branch of the Service with which I am familiar. How much of the time and energy of chiefs of staffs is wasted in telling people to do things!

I once had a clerk who would leave a job half-done at night and wait, next morning, for me to tell him what to start at. He grew discontented because he wasn't promoted and left the Service. Thank Heaven!

I had a little girl, a temporary, added to my staff. On the first day of her employment I was too busy to give her any instructions and she just sat around. Next morning she went to work without instructions and was busy all day. While sitting around she had used her eyes. Now she's permanent and promoted.



I hear that she is going to be married. Some fellow is lucky. Where, or when will I find her like again!

When I get a new clerk I provide him, or her, with a blotting pad, ink bottles, penholders, erasers, mucilage pot, ruler, etc., etc. Then I watch those tools of trade. If the pad is ornamented with idle scrawls, the penholders daubed to the tip with ink, the ruler lost and the ink bottles allowed to get foul, that clerk has a slim chance of staying in my office.

If, however, all the articles are kept in order and carefully put away at night, that clerk has a bonus mark to his credit when the question of

making him permanent comes up for decision.

Then there's the matter of stationery. I have no place for a waster. Pads and printed forms cost money. A wasteful clerk is an expensive luxury.

Personal appearance, insofar as it is the result of neatness and cleanliness, goes a long way in my office. I want no sloppy people in my sight, —neither do I want fashion plates. If a man's collar is clean it may be of year-before-last's shape for all I care. The stenographer's well-powdered nose will not distract my attention from her dirty finger nails or run-over heels.

Courtesy to a senior officer is worth while,—in my office. I don't want obsequiousness nor servility but I do want "Yes, sir" and "No, sir",—not "Yep" and "No chance."

Perhaps I have wandered a long way from the text of "initiative," but, after all, I can't be bothered telling men to brush the dandruff off their coat-collars or helping a stenographer to find a lead pencil. They should "Do it without being told."

Some of them call me

"AN OLD CRANK"

(perhaps I )

## The Civil Service in the House

Debates Since Easter Vacation—Postal Matters and Classification Chief Subjects Discussed—Concluded.

Mr. Pedlow, Mr. Steele, Mr. Arthurs and Mr. Sinclair also voiced their opinion that the rural mail carriers were inadequately paid. In answer to the various arguments presented Mr. Rowell got back to classification as the remedy. Mr. Lemieux pointed out that this report had been promised for the beginning of May and Mr. Rowell was sanguine enough still to think it would be along probably during the first week of that month. He pointed out that extension of the rural mail service had cost hundreds of thousands of dollars and that there were some 1500 employees of the Department who had served overseas and had in the meantime received their civil pay and that the Department had to employ and pay temporary clerks to take their places. There was also the increased cost of supplies. Mr. Mackenzie was for holding the item under discussion until further particulars had been obtained and Mr. Pedlow was of the same mind pending full information in regard to classification. Mr. Rowell thought it would create an unfortunate situation and grave unrest among post office employees if there was hesitation in voting their allowances. He stated that until classification came down the bonus would be continued. Mr. Archambault wanted to know if postmasters

in rural districts were appointed by the Civil Service Commission and was informed by Mr. Rowell that they were. Mr. Mackenzie felt bound to mention the marvellous instinct of the commissioners in tracing out appointees of a certain political faith, but Mr. Blake on the other hand found that appointments in his constituency seemed to go to gentlemen of another political complexion.

### Classification Coming

On May 12 in reply to a question of Mr. Chas. Sheard, Hon. Mr. Maclean made a statement to the effect that he had received a telegram from the secretary of the Postal Letter Carriers' Association at Toronto which stated that much dissatisfaction existed among letter carriers and wanting to know when the classification report would be submitted. He had replied that the work was proceeding as rapidly as possible and that a Bill would be introduced into parliament with all possible speed. Hon. Mr. Maclean also stated that within two weeks from that date he expected to introduce a Bill providing for some amendments to the Civil Service Act and for the validation of the schedules; the work was a tremendous task, involving the classi-

fication of about 50,000 employees; that the city of New York had made a similar classification of its employees and the work took four years to complete; the State of New York had made a similar classification of its service, comprising 17,000 persons and it had taken two years. Mr. Maclean also made the following statement which has a pleasant flavour at this time:

"When the classification with the schedules of salaries is approved by parliament it will relate back to the beginning of the fiscal year; and if it happens that any members of the service are entitled under that classification to promotion in rank or in salary, the same will date back to the 1st of April last, and in that way no substantial wrong can be done to the personnel of the Civil Service in the monetary sense by reason of an unexpected delay of a few weeks in the completion of the work."

Later in the same day Mr. Mackenzie suggested that the bonus should be paid to all of the Civil Service, particularly to those employed in the House of Commons who were to all intents and purposes Civil Servants. Mr. Rowell stated that the bonuses were granted under two limitations, one being that they applied to persons receiving \$1800 or less and that they applied to these continually in the Service; the whole matter so far as the future was con-



cerned would be dealt with under classification. Part of the same day was devoted to a discussion of the Royal North West Mounted Police and later in discussing estimates of the Department of Public Works, Hon. Mr. Carvell making it clear that in that Department there would be no increase in staff unless absolutely necessary. In his Department on October, 1917, there were 307 officials; in April 1919, there were 277, a reduction of 30.

On May 13 the President of the Privy Council (Mr. Rowell) was asked by Mr. G. W. Andrews (Winnipeg Centre) if the Government had received any communications from the Amalgamated Postal Workers regarding a possible strike and was informed that it had and had replied to these communications to the effect that all possible expedition was being employed and that post office employees would be in no wise prejudiced by a few days delay as the classification dated back to April 1.

### Pay for Overtime

The principle of extra pay for extra service received some attention on May 14 when an item of \$1000 to cover additional salary for the Deputy Minister of the Interior while acting as Deputy Minister of Immigration and Colonization was under discussion. Mr. Fielding and Dr. Clark were against the principle. Mr. Jacobs thought that if a good man was doing the work he should be paid for it. A similar question was touched on later in connection with the payment of two salaries to Mr. W. F. O'Connor, K.C., of cost of living fame. Mr. Fielding thought Mr. O'Connor's salary should be voted "straight and square" and not scattered over two to three places. Mr. Vien also thought Mr. O'Connor should have definite duties to perform and should be paid a definite salary. Messrs. Calder and Rowell, the ministers concerned, while apparently admitting there was some objection to the principle considered there were special circumstances which made the particular cases under discussion exceptions.

### Thinks Government Employees "Soldier"

On May 15 Hon. Mr. Carvell in dealing with his estimates for repairs, etc., involving the working staffs announced his now well-known

views on the subject of some of those who work for the Government. In reply to a question by Mr. McMaster as to the proportion maintained between the men engaged and the work they do, Mr. Carvell replied:

"I have a very strong impression on that point. If I were hiring men for this work I would put one-half or two-thirds the number of men on the job, and would get a little more work out of them. But they are doing about as much work as most men do who work for the Government."

Mr. Carvell was quick to add in reply to Mr. McMaster's query that he did not include ministers of the Crown in that category nor members of Parliament. Much of Mr. Carvell's further remarks were along the same lines. He thought the working staff was too big and "now they want an 8-hour day. They want nearly everything except work." Mr. McMaster did not object to men getting an 8-hour day so long as they worked during that period. Mr. Carvell "rather" agreed with that view. Mr. Carvell in discussing questions between the Government and the City of Ottawa involving questions of taxation thought Civil Servants should be taxed just the same as other citizens. Mr. Fripp did not share the Minister's remarks about the quantity of work done by the men employed in his Department but Mr. Carvell had nothing to take back in this regard. When the discussion of Rideau Hall estimates were—was on Mr. Carvell had little to say as to whether all the men on the pay-roll there were needed; he had not gone there to investigate. Mr. Vien thought many of the men working at Government House could be fired. Mr. McMaster also suggested that perhaps some reforms were necessary and Mr. Cannon did not think the country was getting its money's worth in this particular instance. There was, however, a disposition to put on the soft pedal when items of expense at Government House were being discussed.

On May 16 Hon. Mr. Rowell announced that nearly all postal employees in Winnipeg had gone on strike in sympathy with other labour bodies, and that their action was considered by the Government unjustifiable.

May 19 there was an interesting discussion in regard to the outside staff of the Department of Immigration and Colonization and the Hon. Mr. Calder explained the extent

of the outside service and the possibility of its re-organization by the Civil Service Commission. Some interesting statistics were presented in regard to the number of employees, salaries, points where stationed, etc. Developing out of this matter there was some discussion in regard to hiring and firing of officials, the possibility of politics being related to appointments and the connection of the Civil Service Commission with such matters.

### Mr. Morphy on the "Under-dog"

On May 23 in a discussion of the estimates of the Department of Soldiers' Civil Re-establishment, Mr. Morphy in speaking on the subject of increased salaries of Deputy Ministers made the following statement:

"I want to reiterate what I have said in this House many times before, namely, that a wrong principle is applied all through, and I wish to make another statement in favour of the under-dog. The lower branches of all Government departments are absolutely underpaid, and this seems like a free opportunity for the big fellows to get the high jump without a by-your-leave or a word of protest. I protest against the ease with which the high salaried men can secure an increase, when it is so difficult for the lower paid men such as messengers, packers and so on, to get one."

Mr. Rowell replied that he would quite sympathize with this view if legislation were not to be brought down to deal with the matter.

Upon the discussion of fishery estimates Hon. Mr. Ballantyne stated that salaries of inspectors would be fixed by classification. He hoped there would be a general increase as fishery officers were very much underpaid.

### Striking Postal Employees

On May 27, in making a statement re postal employees, the Prime Minister read various telegrams which had been sent out to points where postal employees were on strike, giving a certain time for the men to return and refusing to take them back after that time. On June 6, Mr. Mackenzie drew the attention of the Prime Minister to telegrams he had received pointing out that postal employees at Calgary had gone on strike and objecting to the Government's statement that the men could not return. The Prime Minister replied stating that the postal employees had been given a certain time within which to return



to work and that the Government, having taken the position that the men could not be taken back, would render no good service to the public by withdrawing from it.

On June 5, in a discussion of the estimates of the Railways and Canals Department, it developed that all appointments on the canals were made by the Civil Service Commission and returned men appointed where possible, and some interesting discussion followed mainly in regard to duties and salaries and the relation of returned men to the number of appointments made.

### **Powers of Civil Service Commission**

The Civil Service Commission was brought into some of the discussion on Bill No. 46 respecting the purchasing of departmental and other supplies, and providing for the establishment of a Central Purchasing Commission. In this connection Mr. J. H. Sinclair suggested that, as the Civil Service Commission were the only experts the Government had in selecting men, they ought to have something to do with the appointment of the Commissioners to the Board. Mr. Rowell pointed out that the Civil Service Commission did not appoint Deputy Ministers and that as the Government would be responsible for a Commission of this sort the Government must take the appointment of members of the Board, though the staff would come under the Civil Service Act. Mr. Lemieux understood that about 300 officials from various departments would come under the control of the Commission and wanted to know if all these employees had been legally appointed by the Commission. Mr. Rowell pointed out that some of these had been appointed before the extended jurisdiction was given to the Civil Service Commission, but that since that time members of the staff had been appointed under the regulations of the Civil Service Commission.

There was considerable further discussion as to methods employed in making appointments and the connection of the Civil Service Commission therewith, which finally concluded with Mr. Rowell's statement that no one could be transferred to the new Purchasing Commission except under the recommendation of the new Commission and with the consent of the Civil Service Com-

mission. Mr. Mackenzie on the discussion of another clause got back to the question of patronage which he believed still existed. Mr. Rowell replied that matters affecting the Civil Service could be discussed when the Bill dealing with the matter was reached.

On June 10, Bill 136 to amend the Civil Service Act, 1918, was introduced and read the first time. June 11, Hon. Mr. Lemieux in discussing questions of economy in Government expenditure was in favour of diminishing the number of officials and the number of civil servants. On June 17, Hon. Mr. Maclean laid on the table the classification of the Civil Service and mentioned that it was the intention of the Government to proceed with legislation in regard to it at the present session.

June 18, Mr. Fielding speaking on the budget thought that the Civil Service was an item which admitted of much pruning. He did not mean as to individual salaries; he subscribed to the principle laid down by another gentleman that it was sound policy to have fewer officials but these better paid. He thought the salaries of ministers of the Crown should be increased.

June 19, Mr. Lemieux stated he understood officers of the Income Tax Branch did not come under the Civil Service Commission and wanted to know if there was any special reason as to this. Sir Thomas White pointed out that many men could not be got by advertising as the Civil Service Commission advertised; experts were required for the work.

### **P. O. Employees—Classification Matters**

On June 21, Hon. Mr. Rowell introduced Bill No. 151 to provide for the appointment of post office employees in certain western cities. the object of the Bill being to authorize the Civil Service Commission to appoint to the public service those who were taken on temporarily in the strike. Mr. Rowell pointed out that the Civil Service Act as it stood did not cover a case of the kind. On the same day Mr. Morphy again brought up the question of higher salaries being paid to higher officials as against the small salaries being paid to men lower in the service. He was in favour of something being done for the \$600 a year man. He asked the Hon. Mr. Rowell to say whether re-classification would better

the salary of the \$600 man. Mr. Rowell, in replying did not know "that the position of the men my hon. friend refers to is substantially improved under the classification. . . . There will also be a war bonus which must be added to the amount mentioned in the schedules until the cost of living more nearly corresponds with what it was before the war than it does to-day."

Mr. Best asked why, when the Government knew classification was to be brought down, some men had received increases ranging from \$100 to \$2,000. He thought the discrepancies in salary ranges would cause dissatisfaction in the Civil Service.

On June 24, Hon. Mr. Bureau asked if there was any report to accompany the volume laid upon the table of the House, classification schedules, and the Hon. Mr. Maclean replied that this volume comprised substantially all the information to be given to members. There was, however, a report from the so-called efficiency experts to the Civil Service Commission. Sir Sam Hughes thought "so-called" was the proper term to use, but Mr. Maclean pointed out that in using the term he had not wished to reflect upon the experts by so designating them. Mr. Maclean later stated he expected, when the matter came up to get the bill and the classification through parliament in a few hours, and some minor discussion followed as to the question of selecting a committee to consider the Bill.

On June 26, Hon. Mr. Maclean laid on the table of the House the French copy of the classification of the Civil Service, also report to accompany that volume.

### **Striking P. O. Employees Dismissed**

Hon. Mr. Rowell on July 1 brought up his Bill re appointment of post office employees for second reading. He reviewed the circumstances under which strikes in the West had occurred and the steps which had been taken to notify employees that they must return or their places would be filled permanently. Much of what was done in this connection and the reports of the Civil Service Federation in regard thereto have already appeared in the *Civilian* and it is not now necessary to refer to the matter at any length. After some discussion in which Mr. Lemieux asked the Government what it intended to do



as to reinstating the men on strike, without himself taking a definite stand in their favour, the Prime Minister stated he had very deep sympathy for the position in which the men found themselves but stated it was absolutely impossible for the Government to recede from its attitude, namely that it would not reinstate those postal workers who had gone on strike and had not returned after notification. The following from Sir Robert's speech is illustrative:

"I might say that conditions within the past year were becoming somewhat acute from time to time in the Civil Service in Ottawa itself. Although I was absent from the country for ten months immediately preceding my return on the 25th of May last I did hear murmurings and suggestions that there were going to be strikes here in the Civil Service at Ottawa. I think it is high time that men invested with public duties as civil servants of Canada at Ottawa or elsewhere should learn that that is not the way in which their grievances are to be remedied."

Dr. Clark, while recognizing that the Government had a condition of great difficulty to deal with, yet felt that "the Government would be in a stronger position if they did not take a stonewall attitude towards these men." Hon. Mr. Meighen gave a somewhat lengthy review of the circumstances connected with the Western strike which boiled down to the contention that the Government could not go back on its word. Mr. Mackenzie thought the Government should have given the strikers one more chance and permitted them to return to work. Mr. Nicholson also reviewed the circumstances and thought the Government would not be receding from its position if it treated the men, not as persons on a blacklist, but as men who might re-enter the service "starting one by one from the bottom up should occasion arise." Mr. Tweedie recited the circumstances which had existed at Calgary and trusted that in the near future the Government would again take the matter into consideration and "give to many of these men an opportunity to apply for employment in the Civil Service." Mr. Mackie also was an advocate of mercy.

#### Mr. Lemieux Knocks Classification

On July 2, in a discussion on the proposed Central Purchasing Commission, Hon. Mr. Lemieux in reply to a comparison by Mr. Nicholson in connection with the Civil Service Commission, remarked:

"The report which the Civil Service Commission have had prepared by the American firm is such a muddle—I did not say model—that it has been discredited by the Government and will not be submitted to the House this session. It will probably be buried, and we shall never hear of it again. That Commission was to re-organize and improve everything in connection with the service and what has it accomplished?"

#### Superannuation Rights

On July 3, in connection with votes to increase salaries of officials in the Finance Department, Hon. Mr. Fielding raised the question as to whether an official who had been at one time in the service and had left could properly be re-appointed and retain his position on the superannuation list. The general rule in the service was that when a man left the service and broke the continuity of his service, if he came back again he should start afresh. The Minister of Finance believed there was a precedent for his action but stated that even if there were not he would have no hesitation in bringing down the vote. He stated that the official in question had the offer of a much higher salary in an outside position and he considered under the circumstances he was entitled to have the payments he had made count in relation to his superannuation fund. Hon. Mr. Fielding made this rather interesting reply:

"I am not taking any exception to the salary. I quite agree with what the minister says, even judging by what is considered a reasonable salary in the Civil Service. It is the misfortune that in the public service, from one cause or another, we are not able to sufficiently reward men for the valuable services they render to the country, and there has been taken away man after man because of the greater inducements offered in private employment. . . ."

Sir Thomas White, in speaking of the official's desire to re-enter the service, could not see what the attractions were in the service—

"What the attractions are personally I have never been able to understand. Since I have become minister I have wondered that any first-class man ever enters the service. To me it is an amazing thing."

An Hon. member ventured the opinion that it was an easy life, but Sir Thomas pointed out that it was no easy life for the particular official under discussion.

#### Civil Service Salaries

Sir Thomas White in speaking of salaries in the service went on to say—

"I have no hesitation in saying that the salaries paid in the Finance Department are such as to ensure, if they are not raised, no

first-class man from the outside being attracted to the department. If I were administering the affairs of an outside business concern I would feel ashamed of the salaries that we are paying these men to-day."

Hon. Mr. Fielding, as will be seen from the following, somewhat confirmed Sir Thomas' statement but not with any marked emphasis:

"What my hon. friend says in regard to salaries in the Finance Department is very largely correct. In several instances in my own experience we lost very valuable men from the department because we could not afford to pay them, according to our custom, anything like what they could get outside."

Mr. Edwards wanted to know why salaries were being increased by an estimate instead of through the Civil Service Commission. The Minister stated that in order to increase the salaries it was necessary to deal with them in this way. Mr. Edwards noted that there was a great deal heard in the House of the excellence of men who were drawing very high salaries, but he thought a good deal of their excellence was due perhaps to the fact that they had efficient Civil Servants under them who were drawing \$1200 or \$1400 a year and finding it hard work to make a living. He thought the classification if it meant anything would apply to men in the lower walks of the Civil Service, but when it suited the Ministers to increase the large salaries of high officials that might be dealt with in the House. Mr. Best followed with remarks along the same lines as those of Mr. Edwards.

#### Civil Service Examinations

When the estimates of the Civil Service Commission came up on July 3 there was quite a little discussion. Mr. Edwards wanted to know if junior and senior matriculation examinations were recognized without further or special examinations by the Commission. Mr. Macleans' reply is instructive:

"I do not speak definitely, but my recollection is that every person under the Act as it now stands must pass an examination. Under the amendments proposed in the Bill which is likely to stand over until next session, it was intended to abandon the general Civil Service examination, and applicant for appointment to the Service would be required to pass an examination having reference to the position to be filled. A university examination would not be accepted as an equivalent."

Mr. Edwards was of opinion that for nine-tenths of the positions in the Service the standard of matriculation



was sufficient and Dr. Beland considered that candidates who were B.A.'s should not be required to pass examinations. Mr. Lemieux thought the salaries of the Civil Service Commissioners should be the same as those of Deputy Ministers and Mr. Maclean pointed out that the Bill which had been brought in provided for this. Mr. Maclean also said:

"It is not the intention of the Government to proceed with that legislation this session, but it will be one of the first matters to be disposed of at the coming October session."

On July 4, in discussing the Board of Commerce Act, in reply to a question by Mr. Mackenzie, Mr. Meighen stated that the Civil Service Act would apply to appointments to the staff.

#### Extra Clerks

Mr. Vien wanted to know in connection with the appointment of certain clerks for the Statistics Office if they could not be taken from other departments, and Mr. Mackenzie stated that before Parliament prorogued it was important that some notice should be taken "of the army of extra clerks we have appointed during the war." He would like the Minister to furnish to the House a return showing the total number of civil servants on August 1, 1914, and the total number at that date (July 4) and if possible the number of men and women who were taken on on account of the war. Mr. Papineau stated there was a difference of 1500 in the Civil Service between 1911 and today.

On July 5, in discussing the estimates of the Dominion Police, Mr. Bureau raised the question as to whether the police were paid a bonus the same as others in the Service. Mr. Meighen pointed out that they were not civil servants in the regular sense, but Mr. Bureau stated they were Government employees, that they had been offered an increase of a quarter a day and had refused it because it did not amount to anything like the regular bonus. Mr. Meighen stated that, while they had received no bonuses, they had received increases in pay. He stated they did not follow Civil Service routine and consequently could not claim a bonus on the same ground as ordinary civil servants.

Mr. Fielding, in a discussion on an estimate for a clerk in the Royal North West Mounted Police Department, thought that while a re-

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port to the House had found that the Service was over-manned many extra clerks were being provided for in various departments. He considered this a curious fact. Mr. Rowell stated that the question as to where the clerk should come from would be finally settled by the Civil Service Commission. The Government had asked all the Departments to furnish a list of clerks in their Departments who could be dispensed with and these lists were furnished the Civil Service Commission in order that they might, in filling positions where vacancies occurred, draw from existing staffs rather than bring employees from the outside. Mr. Sinclair thought the growth in the number of officials was alarming. The cost of civil government had gone up something like four millions to six millions and he thought there should be some check put upon it.

Mr. Jacobs later stated he understood something like 1400 officials had been employed by the Soldiers' Civic Re-establishment Department without the concurrence of the Civil Service Commission. Mr. Rowell stated there was no foundation for this assumption; the men had been appointed by the Civil Service Commission the same as in other Departments of the Government according to his information. Mr. Jacobs stated he understood they were first appointed by the Department and then approval sought of the Civil Service Commission. Mr. Rowell understood most of them were appointed, but that in cases where the Commission had not an eligible list the Department had selected certain men and submitted their names to the Civil Service Commission.

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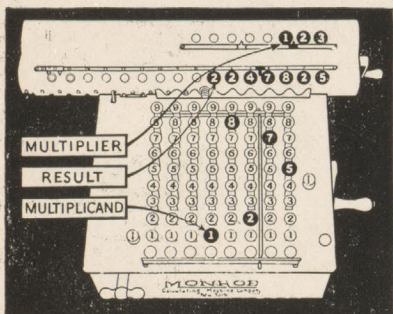
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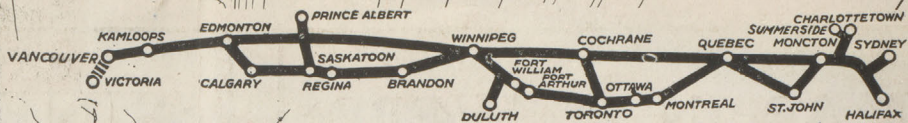
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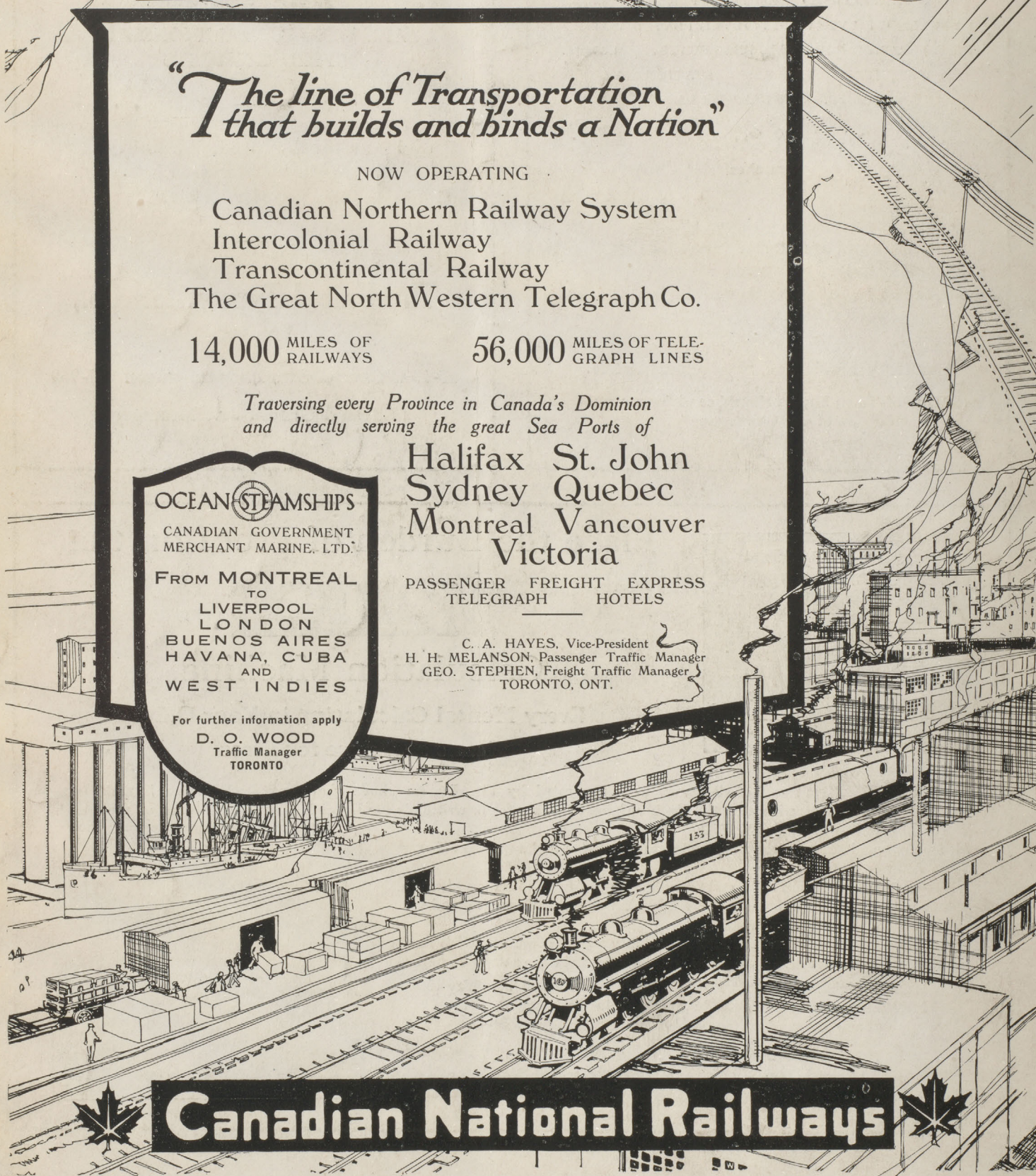
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